

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 #202015875182A

Employer Name	Jobsite Inspected	Scope of Inspection
RICK'S MINK RANCH LTD.	3133 188 Street Surrey BC V3S 9V5	Covid-19 outreach

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 10, 2020	Dec 10, 2020	Dec 17, 2020	Email

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

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

INSPECTION NOTES

On December 10, 2020, OSO C. Fournier contacted the employer by telephone to discuss worksite operations of this registered mink farm.

Inspection

This inspection was initiated as part of WorkSafeBC's COVID-19 Inspection Initiative. The purpose of this inspection is to review this employer's response to the current COVID-19 pandemic in relation to worker health and safety at this workplace. And to discuss the requirements for the employer to follow their written COVID-19 Safety Plan and ensure their workers are aware of the plan and its contents and the plan is posted at the work site.

Operations Closed

At the time of the inspection the employer advised that this registered firm of Rick's Mink Ranch is not operating. There are no mink operations in place and the three work sites are closed. There are no workers at the work sites.

COVID-19 Information

The following information is provided for the employer.

Provincial Health Order

The new Provincial Health Order pertaining to Workplace Safety was issued on November 11, 2020. The new order states:

1. Employers must review their COVID-19 Safety Plans to ensure that they adequately protect workers from the transmission of COVID-19 in the workplace and are consistent with WorkSafeBC requirements.
2. An employer of a worker who is working in a workplace other than the worker's private residence must ensure that the worker has done a daily health check for the symptoms of COVID-19.
3. If an employer is not satisfied that a worker has done a daily health check the employer must not permit the worker to work at the workplace.
4. Employers should encourage workers to work from their private residence if feasible, unless there is a preference on the part of the employer or the worker for the worker to work at the workplace.
5. Employers must ensure that their COVID-19 Safety Plan includes measures to prevent workers from crowding together or congregating in higher risk spaces, including offices, processing areas, lunchrooms, changing areas, bathrooms and break rooms.

Mask requirements

As of November 20, 2020, employers are expected to enforce the mandatory mask policy with both employees and customers. A customer can be refused entry or service if they do not wear a mask.

Masks at workplaces - Masks are required in all workplaces for shared work areas and areas where physical distancing cannot be maintained. This includes:

- Lunchrooms
- Break rooms
- Offices
- Mixing and grinding areas (feed processing)

COVID-19 is an infectious disease that spreads primarily through contact with an infected person when they cough or sneeze or when a person touches a surface or object that has the virus on it and then touches their eyes, nose or mouth. Symptoms include fever, chills, new or worsening cough, shortness of breath, sore throat, and muscle aches or headache, and may take up to 14 days to appear after exposure to COVID-19.

Employers are required by section 21(2)(c) of the Workers Compensation Act to establish occupational health and safety policies and programs in accordance with the Occupational Health and Safety Regulation (OHSR). The Provincial Health Officer (PHO) has directed that, in accordance with this requirement, employers must have a COVID-19 Safety Plan to assess the risk of exposure at their workplace and implement measures to keep workers safe. If a formal plan is not already in place prior to operation, an employer is expected to develop it while protecting the safety of workers.

Developing a COVID-19 Safety Plan:

A COVID-19 Safety Plan must include policies, guidelines, and procedures to reduce the risk of COVID-19 transmission in the workplace. Employers must involve frontline workers, joint health and safety committees, and supervisors in identifying protocols for their workplace.

WorkSafeBC has created the following resources to assist with the development of this plan. Note, these resources can be found on www.worksafefbc.com.

- A guide to reducing the risk of COVID-19 which outlines the following six steps:
 1. Identify where COVID exposure arises in your workplace and assess the risks,
 2. Implement control measures/protocols to reduce the risks, starting with the highest level of protection and moving down as appropriate,
 3. Develop policies that include your protocols,
 4. Develop communication plans and training on the policies,
 5. Monitor policy implementation and update policy as needed, and
 6. Assess and address risks related specifically to resuming operations.
- COVID-19 Safety Plan template that can be used to document the employer's Safety Plan.
- Industry-specific protocols can be reviewed to assess which are relevant to your industry. Note, guidance for additional sectors will be posted on www.worksafefbc.com as they become available.
- Health and safety resources such as workplace posters, information on cleaning and hygiene practices, and guidance on the selection and use of masks.

In accordance with PHO order:

- This Safety Plan must be posted on the employer's website, if one exists, and at the employer's workplace.
- The employer is to provide a copy of the plan to a WorkSafeBC officer on request.

It is to be noted that:

- Workers in B.C. have the right to refuse unsafe work if they believe it presents an undue hazard. WorkSafeBC Guideline - G3.12 "Refusal of unsafe work" provides information about work refusals, including a flowchart illustrating the right to refuse process. Employers must immediately investigate reports of unsafe work and ensure that any necessary corrective action is taken without delay.
- Mental health is just as important as physical health and it is important to take measures to support mental well-being. Workers in the workplace may also be affected by the anxiety and uncertainty created by the COVID-19 situation. See Available Resources.

Available COVID-19 Resources:

WorkSafeBC:

- COVID-19 information and resources: <https://www.worksafebc.com/en/about-us/covid-19-updates>
- Preventing exposure to COVID-19 in the workplace A guide for employers:
<https://www.worksafebc.com/en/resources/about-us/guides/preventing-exposure-to-covid-19-in-the-workplace?lang=en>
- Guide to reducing the risk of COVID-19:
<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>
- COVID-19 Safety Plan template:
<https://www.worksafebc.com/en/resources/health-safety/checklist/covid-19-safety-plan?lang=en>

Government of BC:

- BC's Restart Plan:
<https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support/bc-restart-plan>
- COVID-19 Orders, Notices & Guidance:
<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus>
- Managing COVID-19 Stress, Anxiety & Depression:
<https://www2.gov.bc.ca/gov/content/health/managing-your-health/mental-health-substance-use/managing-covid-stress>

Other:

- BC Centre for Disease Control: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
- HealthLink BC: <https://www.healthlinkbc.ca/>
- Canadian Mental Health Association Stay Well in Uncertain Times: <https://cmha.bc.ca/covid-19/>

Contact Information

If you have any questions on the above items please do not hesitate to contact this officer for further assistance.

e-mail: clifford.fournier@worksafebc.com; office: 604-232-7080; call center: 604-276-3100

Refer to WorkSafeBC's web site (www.worksafebc.com) for:

- The Workers Compensation Act and Occupational Health and Safety Regulation
- Information publications (books, pamphlets, posters, etc.) on a variety of safety topics
- Requirements on reporting injuries and occupational diseases in the workplace

To report an accident or incident call: 604-276-3100 or, after hours, 1-888-621-7233.

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
WCA21(1)(a) Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.	For reference by the employer.
WCA21(2)(c) An employer must establish occupational health and safety policies and programs in accordance with the regulations.	For reference by the employer.
OHS3.5 Every employer must ensure that regular inspections are made of all workplaces, including buildings, structures, grounds, excavations, tools, equipment, machinery and work methods and practices, at intervals that will prevent the development of unsafe working conditions.	For reference by the employer.
OHS3.9 Unsafe or harmful conditions found in the course of an inspection must be remedied without delay.	For reference by the employer.
OHS3.12(1) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.	For reference by the employer.

Employer #	Mailing Address	Classification Unit #	Operating Location
876735	3133 188 ST SURREY BC V3Z 9V5	701010	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
Lawrence Blew	Lawrence Blew	Not Applicable	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Clifford Fournier	Phone: (604) 232-7080	Email: Clifford.Fournier@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 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.

RICK'S MINK RANCH LTD.
3133 188 ST
SURREY BC V3Z 9V5

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Inspection Report #202015875183A		
Employer Name	Jobsite Inspected	Scope of Inspection
RIPPIN FUR FARM LTD	s. 22 Langley BC V4W	Covid-19

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 16, 2020	Dec 16, 2020	Dec 17, 2020	Email

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

**ACTION MAY STILL BE NECESSARY TO ENSURE COMPLIANCE
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INSPECTION NOTES

On December 15, 2020, OSO C. Fournier contacted the employer by telephone to discuss worksite operations of this registered mink farm.

Inspection

This inspection was initiated as part of WorkSafeBC's COVID-19 Inspection Initiative. The purpose of this inspection is to review this employer's response to the current COVID-19 pandemic in relation to worker health and safety at this workplace. And to discuss the requirements for the employer to follow their written COVID-19 Safety Plan and ensure their workers are aware of the plan and its contents and the plan is posted at the work site.

Operations

At the time of the inspection the owner advised that this is an active mink farm. There are three workers, and worksite access is limited s.22

Inspection Discussions:

The items listed below were stated by the employer to be in place at the time of this telephone inspection. Visual verification could not be determined due the restricted access and bio-security measures.

Protocols and procedures in place prior to the inspection could not be confirmed and it cannot be assumed that the following was in place prior to this inspection:

- Pelting is complete
- The employer has established a COVID-19 Safety Plan (a copy of the plan to be provided).
- Workers wear rubber boots, latex gloves, face shields, and 3 layer masks.
- The employer continues to follow their plan and amend from time to time as needed.
- The employer has a system of daily pre-screening of workers for COVID-19 symptoms
- Temperature checks are taken and documented.
- Hand washing (with hot water) and hand sanitizing is provided for on site.
- Laundry facilities are available. Workers have clean clothes in lockers to change.
- Leather gloves are used for working with mink.
- Physical distancing where possible, and the use of face masks when needed.
- Limiting site visitors.

The employer is encouraged to follow their safety plan and ensure that their workers have been made aware of the safety plan and its contents.

COVID-19 Information

The following information is provided for the employer.

Provincial Health Order

The new Provincial Health Order pertaining to Workplace Safety was issued on November 11, 2020. The new order states:

1. Employers must review their COVID-19 Safety Plans to ensure that they adequately protect workers from the transmission of COVID-19 in the workplace and are consistent with WorkSafeBC requirements.
2. An employer of a worker who is working in a workplace other than the worker's private residence must ensure that the worker has done a daily health check for the symptoms of COVID-19.

3. If an employer is not satisfied that a worker has done a daily health check the employer must not permit the worker to work at the workplace.
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Mask requirements

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COVID-19 is an infectious disease that spreads primarily through contact with an infected person when they cough or sneeze or when a person touches a surface or object that has the virus on it and then touches their eyes, nose or mouth. Symptoms include fever, chills, new or worsening cough, shortness of breath, sore throat, and muscle aches or headache, and may take up to 14 days to appear after exposure to COVID-19.

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 6. Assess and address risks related specifically to resuming operations.
- COVID-19 Safety Plan template that can be used to document the employer's Safety Plan.

- Industry-specific protocols can be reviewed to assess which are relevant to your industry. Note, guidance for additional sectors will be posted on www.worksafebc.com as they become available.
- Health and safety resources such as workplace posters, information on cleaning and hygiene practices, and guidance on the selection and use of masks.

In accordance with PHO order:

- This Safety Plan must be posted on the employer's website, if one exists, and at the employer's workplace.
- The employer is to provide a copy of the plan to a WorkSafeBC officer on request.

It is to be noted that:

- Workers in B.C. have the right to refuse unsafe work if they believe it presents an undue hazard. WorkSafeBC Guideline - G3.12 "Refusal of unsafe work" provides information about work refusals, including a flowchart illustrating the right to refuse process. Employers must immediately investigate reports of unsafe work and ensure that any necessary corrective action is taken without delay.
- Mental health is just as important as physical health and it is important to take measures to support mental well-being. Workers in the workplace may also be affected by the anxiety and uncertainty created by the COVID-19 situation. See Available Resources.

Available COVID-19 Resources:

WorkSafeBC:

- COVID-19 information and resources: <https://www.worksafebc.com/en/about-us/covid-19-updates>
- Preventing exposure to COVID-19 in the workplace A guide for employers:

<https://www.worksafebc.com/en/resources/about-us/guides/preventing-exposure-to-covid-19-in-the-workplace?lang=en>

- Guide to reducing the risk of COVID-19:

<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>

- COVID-19 Safety Plan template:

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

Government of BC:

- BC's Restart Plan:

<https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support/bc-restart-plan>

- COVID-19 Orders, Notices & Guidance:

<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus>

- Managing COVID-19 Stress, Anxiety & Depression:

<https://www2.gov.bc.ca/gov/content/health/managing-your-health/mental-health-substance-use/managing-covid-stress>

Other:

- BC Centre for Disease Control: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
- HealthLink BC: <https://www.healthlinkbc.ca/>
- Canadian Mental Health Association Stay Well in Uncertain Times: <https://cmha.bc.ca/covid-19/>

Contact Information

If you have any questions on the above items please do not hesitate to contact this officer for further assistance.

e-mail: clifford.fournier@worksafebc.com; office: 604-232-7080; call center: 604-276-3100

Refer to WorkSafeBC's web site (www.worksafebc.com) for:

- The Workers Compensation Act and Occupational Health and Safety Regulation
- Information publications (books, pamphlets, posters, etc.) on a variety of safety topics
- Requirements on reporting injuries and occupational diseases in the workplace

To report an accident or incident call: 604-276-3100 or, after hours, 1-888-621-7233

AGSAFE

The employer is encouraged to contact AgSafe for COVID-19 information.

AgSafe's mandate is the development and provision of health and safety services to BC agriculture industry, through:

- Health and safety programs for farm workplaces
- Training programs for employers, supervisors, and workers – on or off site
- Site evaluations
- Consultations and guidance
- Promotion activities, such as displays and information tables at agriculture-related events.
- Booklets, brochures, and other information materials

AgSafe Office

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079
Email: contact@agsafebc.ca

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
WCA21(1)(a) Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.	For reference by the employer.
WCA21(2)(c) An employer must establish occupational health and safety policies and programs in accordance with the regulations.	For reference by the employer.
OHS3.2 In any operation where the workforce is less than that referred to in section 3.1 (1) the employer must: (a) initiate and maintain a less formal program based on regular monthly meetings with workers for discussion of health and safety matters, (b) ensure that meetings are directed to matters concerning the correction of unsafe conditions and practices and the maintenance of cooperative interest in the health and safety of the workforce, and (c) maintain a record of the meetings and the matters discussed.	For reference by the employer.
OHS3.5 Every employer must ensure that regular inspections are made of all workplaces, including buildings, structures, grounds, excavations, tools, equipment, machinery and work methods and practices, at intervals that will prevent the development of unsafe working conditions.	For reference by the employer.
OHS3.9 Unsafe or harmful conditions found in the course of an inspection must be remedied without delay.	For reference by the employer.

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Reference	Details Discussed
<p>OHS3.12(1)</p> <hr/> <p>A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.</p>	<p>For reference by the employer.</p>

Employer #	Mailing Address	Classification Unit #	Operating Location
309145	PO BOX 1118 STN ALDERGROVE ALDERGROVE BC V4W 2V1	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		2	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Fred Rippin	Fred Rippin	Not Available	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Clifford Fournier	Phone: (604) 232-7080	Email: Clifford.Fournier@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 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.

RIPPIN FUR FARM LTD
PO BOX 1118 STN ALDERGROVE
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Inspection Report #202015875184A		
Employer Name	Jobsite Inspected	Scope of Inspection
SOUTHERN SPRINGS RANCH INC.	s. 22 Langley BC s. 22	Covid-19

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 14, 2020	Dec 14, 2020	Dec 17, 2020	Email

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

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

INSPECTION NOTES

On December 14, 2020, an inspection was conducted by Officers Brian Wiens and Cliff Fournier outside the employer's bio-security gate at the side of the road to the entrance of this property.

Inspection

This inspection was initiated as part of WorkSafeBC's COVID-19 Inspection Initiative. The purpose of this inspection is to review this employer's response to the current COVID-19 pandemic in relation to worker health and safety at this workplace. And to discuss the requirements for the employer to follow their written COVID-19 Safety Plan and ensure their workers are aware of the plan and its contents and the plan is posted at the work site.

Operations Closed

At the time of the inspection the owner advised that this registered firm of Southern Springs Ranch is not operating commercially. There is a small number of mink on-site and s. 22 sole worker attending the animals. There are no other workers at this work site.

COVID-19 Information

The following information is provided for the employer.

Provincial Health Order

The new Provincial Health Order pertaining to Workplace Safety was issued on November 11, 2020. The new order states:

1. Employers must review their COVID-19 Safety Plans to ensure that they adequately protect workers from the transmission of COVID-19 in the workplace and are consistent with WorkSafeBC requirements.
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Mask requirements

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- Lunchrooms
- Break rooms
- Offices
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Employers are required by section 21(2)(c) of the Workers Compensation Act to establish occupational health and safety policies and programs in accordance with the Occupational Health and Safety Regulation (OHSR). The Provincial Health Officer (PHO) has directed that, in accordance with this requirement, employers must have a COVID-19 Safety Plan to assess the risk of exposure at their workplace and implement measures to keep workers safe. If a formal plan is not already in place prior to operation, an employer is expected to develop it while protecting the safety of workers.

Developing a COVID-19 Safety Plan:

A COVID-19 Safety Plan must include policies, guidelines, and procedures to reduce the risk of COVID-19 transmission in the workplace. Employers must involve frontline workers, joint health and safety committees, and supervisors in identifying protocols for their workplace.

WorkSafeBC has created the following resources to assist with the development of this plan. Note, these resources can be found on www.worksafefbc.com.

- A guide to reducing the risk of COVID-19 which outlines the following six steps:
 1. Identify where COVID exposure arises in your workplace and assess the risks,
 2. Implement control measures/protocols to reduce the risks, starting with the highest level of protection and moving down as appropriate,
 3. Develop policies that include your protocols,
 4. Develop communication plans and training on the policies,
 5. Monitor policy implementation and update policy as needed, and
 6. Assess and address risks related specifically to resuming operations.
- COVID-19 Safety Plan template that can be used to document the employer's Safety Plan.
- Industry-specific protocols can be reviewed to assess which are relevant to your industry. Note, guidance for additional sectors will be posted on www.worksafefbc.com as they become available.
- Health and safety resources such as workplace posters, information on cleaning and hygiene practices, and guidance on the selection and use of masks.

In accordance with PHO order:

- This Safety Plan must be posted on the employer's website, if one exists, and at the employer's workplace.
- The employer is to provide a copy of the plan to a WorkSafeBC officer on request.

It is to be noted that:

- Workers in B.C. have the right to refuse unsafe work if they believe it presents an undue hazard. WorkSafeBC Guideline - G3.12 "Refusal of unsafe work" provides information about work refusals, including a flowchart illustrating the right to refuse process. Employers must immediately investigate reports of unsafe work and ensure that any necessary corrective action is taken without delay.
- Mental health is just as important as physical health and it is important to take measures to support mental well-being. Workers in the workplace may also be affected by the anxiety and uncertainty created by the COVID-19 situation. See Available Resources.

Available COVID-19 Resources:

WorkSafeBC:

- COVID-19 information and resources: <https://www.worksafebc.com/en/about-us/covid-19-updates>
- Preventing exposure to COVID-19 in the workplace A guide for employers:
<https://www.worksafebc.com/en/resources/about-us/guides/preventing-exposure-to-covid-19-in-the-workplace?lang=en>
- Guide to reducing the risk of COVID-19:
<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>
- COVID-19 Safety Plan template:
<https://www.worksafebc.com/en/resources/health-safety/checklist/covid-19-safety-plan?lang=en>

Government of BC:

- BC's Restart Plan:
<https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support/bc-restart-plan>
- COVID-19 Orders, Notices & Guidance:
<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus>
- Managing COVID-19 Stress, Anxiety & Depression:
<https://www2.gov.bc.ca/gov/content/health/managing-your-health/mental-health-substance-use/managing-covid-stress>

Other:

- BC Centre for Disease Control: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
- HealthLink BC: <https://www.healthlinkbc.ca/>
- Canadian Mental Health Association Stay Well in Uncertain Times: <https://cmha.bc.ca/covid-19/>

Contact Information

If you have any questions on the above items please do not hesitate to contact this officer for further assistance.

e-mail: clifford.fournier@worksafebc.com; office: 604-232-7080; call center: 604-276-3100

Refer to WorkSafeBC's web site (www.worksafebc.com) for:

- The Workers Compensation Act and Occupational Health and Safety Regulation
- Information publications (books, pamphlets, posters, etc.) on a variety of safety topics
- Requirements on reporting injuries and occupational diseases in the workplace

To report an accident or incident call: 604-276-3100 or, after hours, 1-888-621-7233

AGSAFE

The employer is encouraged to contact AgSafe for COVID-19 information.

AgSafe's mandate is the development and provision of health and safety services to BC agriculture industry, through:

- Health and safety programs for farm workplaces
- Training programs for employers, supervisors, and workers – on or off site
- Site evaluations
- Consultations and guidance
- Promotion activities, such as displays and information tables at agriculture-related events.
- Booklets, brochures, and other information materials

AgSafe Office



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

INSPECTION REPORT
Worker and Employer Services Division
202015875184A

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079
Email: contact@agsafebc.ca

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
WCA21(1)(a) Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.	For reference by the employer.
WCA21(2)(c) An employer must establish occupational health and safety policies and programs in accordance with the regulations.	For reference by the employer.
OHS3.5 Every employer must ensure that regular inspections are made of all workplaces, including buildings, structures, grounds, excavations, tools, equipment, machinery and work methods and practices, at intervals that will prevent the development of unsafe working conditions.	For reference by the employer.
OHS3.9 Unsafe or harmful conditions found in the course of an inspection must be remedied without delay.	For reference by the employer.
OHS3.12(1) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.	For reference by the employer.

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 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

Employer #	Mailing Address	Classification Unit #	Operating Location
958939	s. 22 ALDERGROVE BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		1	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Kurt Bernemann	Kurt Bernemann	Not Available	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Clifford Fournier	Phone: (604) 232-7080	Email: Clifford.Fournier@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 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.

SOUTHERN SPRINGS RANCH INC.

s. 22

ALDERGROVE BC s. 22

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 #202016652137A

Employer Name	Jobsite Inspected	Scope of Inspection
WILLIAMS FUR FARM LTD	s. 22 Langley BC V2Z	Partial Inspection related to COVID-19 Safety Plan

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Jul 23, 2020	Jul 23, 2020	Jul 23, 2020	Email

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

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

INSPECTION NOTES

On July 23, 2020, I (Brian Wiens, WorkSafeBC Occupational Safety Officer) spoke with the employer representative with regards to the employer's response to the current COVID-19 pandemic in relation to worker health and safety at the workplace.

Understanding the Risk

COVID-19 is an infectious disease that spreads primarily through contact with an infected person when they cough or sneeze or when a person touches a surface or object that has the virus on it and then touches their eyes, nose or mouth. Symptoms include fever, chills, new or worsening cough, shortness of breath, sore throat, and muscle aches or headache, and may take up to 14 days to appear after exposure to COVID-19.

The purpose of this inspection is to review this employer's response to the current COVID-19 pandemic in relation to worker health and safety at this workplace.

Employers are required by section 21(2)(c) of the *Workers Compensation Act* to establish occupational health and safety policies and programs in accordance with the Occupational Health and Safety Regulation (OHSR). The Provincial Health Officer (PHO) has directed that, in accordance with this requirement, employers must have a COVID-19 Safety Plan to assess the risk of exposure at their workplace and implement measures to keep workers safe. If a formal plan is not already in place prior to operation, an employer is expected to develop it while protecting the safety of workers.

Developing a COVID-19 Safety Plan:

A COVID-19 Safety Plan must include policies, guidelines, and procedures to reduce the risk of COVID-19 transmission in the workplace. Employers must involve frontline workers, joint health and safety committees, and supervisors in identifying protocols for their workplace.

WorkSafeBC has created the following resources to assist with the development of this plan. Note, these resources can be found on www.worksafebc.com.

- A guide to reducing the risk of COVID-19 which outlines the following **six steps**:
 1. Identify where COVID exposure arises in your workplace and assess the risks,
 2. Implement control measures/protocols to reduce the risks, starting with the highest level of protection and moving down as appropriate,
 3. Develop policies that include your protocols,
 4. Develop communication plans and training on the policies,
 5. Monitor policy implementation and update policy as needed, and
 6. Assess and address risks related specifically to resuming operations.
- COVID-19 Safety Plan template that can be used to document the employer's Safety Plan.
- Industry-specific protocols can be reviewed to assess which are relevant to your industry. Note, guidance for additional sectors will be posted on www.worksafebc.com as they become available.
- Health and safety resources such as workplace posters, information on cleaning and hygiene practices, and guidance on the selection and use of masks.

In accordance with PHO order:

- This Safety Plan must be posted on the employer's website, if one exists, and at the employer's workplace.
- The employer is to provide a copy of the plan to a WorkSafeBC officer on request.

WorkSafeBC will not be reviewing or approving the plans of individual employers, but in accordance with the order of the Provincial Health Officer, this plan must be posted at the worksite.

It was determined during this inspection that the employer has not established a COVID-19 Safety Plan. The employer has been provided a copy of the template for the safety plan and will be in the process of completing. They are taking steps to ensure physical distancing where possible and are using face masks and gloves when needed. The employer is also provided hand wipes and signage for workers. The employer has a system for managing workers that are sick and need to stay home. These are just a few steps the employer has taken to ensure the safety of their workers. The employer is encouraged to follow their safety plan once established and ensure that their workers have been made aware of the safety plan, its contents and that the plan is posted at the worksite.

It is to be noted that:

- Workers in B.C. have the right to refuse unsafe work if they believe it presents an undue hazard. WorkSafeBC Guideline - G3.12 "Refusal of unsafe work" provides information about work refusals, including a flowchart illustrating the right to refuse process. Employers must immediately investigate reports of unsafe work and ensure that any necessary corrective action is taken without delay.
- Mental health is just as important as physical health and it is important to take measures to support mental well-being. Workers in the workplace may also be affected by the anxiety and uncertainty created by the COVID-19 situation. See Available Resources.

WorkSafeBC has provided industry-specific protocols to help employers to ensure a safe and healthy workplace (links provided below).

Available COVID-19 Resources:**WorkSafeBC:**

- COVID-19 information and resources: <https://www.worksafebc.com/en/about-us/covid-19-updates>
- Preventing exposure to COVID-19 in the workplace A guide for employers:
<https://www.worksafebc.com/en/resources/about-us/guides/preventing-exposure-to-covid-19-in-the-workplace?lang=en>
- Guide to reducing the risk of COVID-19:
<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>
- COVID-19 Safety Plan template:
<https://www.worksafebc.com/en/resources/health-safety/checklist/covid-19-safety-plan?lang=en>

Government of BC:

- BC's Restart Plan:
<https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support/bc-restart-plan>
- COVID-19 Orders, Notices & Guidance:
<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus>
- Managing COVID-19 Stress, Anxiety & Depression:
<https://www2.gov.bc.ca/gov/content/health/managing-your-health/mental-health-substance-use/managing-covid-stress>

Other:

- BC Centre for Disease Control: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
- HealthLink BC: <https://www.healthlinkbc.ca/>
- Canadian Mental Health Association Stay Well in Uncertain Times: <https://cmha.bc.ca/covid-19/>

Any requested documentation can be forwarded electronically, by mail, or by fax as outlined below.

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact



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

me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2046
Fax 604 556-2077

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>WCA21(1)(a)</p> <p>Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.</p>	Reference for Employer
<p>WCA21(2)(c)</p> <p>An employer must establish occupational health and safety policies and programs in accordance with the regulations.</p>	Reference for Employer
<p>WCA31</p> <p>An employer must establish and maintain a joint health and safety committee:</p> <p>(a) in each workplace where 20 or more workers of the employer are regularly employed, and</p> <p>(b) in any other workplace for which a joint committee is required by order.</p> <p>Pursuant to section 44 of Workers Compensation Act, the employer must post any order written under Division 5 of the OHS Provisions and keep it posted for 12 months.</p>	Reference for Employer
<p>OHS3.1(1)(a)</p> <p>An occupational health and safety program as outlined in section 3.3 must be initiated and maintained</p> <p>(a) by each employer that has</p> <p>(i) a workforce of 20 or more workers, and</p> <p>(ii) at least one workplace that is determined under section 3.16 (2) (b) to create a moderate or high risk of injury.</p>	Reference for Employer
<p>OHS3.1(1)(b)</p> <p>An occupational health and safety program as outlined in section 3.3 must be initiated and maintained</p> <p>(b) by each employer that has a workforce of 50 or more workers.</p>	Reference for Employer

Reference	Details Discussed
<p>OHS3.2</p> <p>In any operation where the workforce is less than that referred to in section 3.1 (1) the employer must:</p> <ul style="list-style-type: none"> (a) initiate and maintain a less formal program based on regular monthly meetings with workers for discussion of health and safety matters, (b) ensure that meetings are directed to matters concerning the correction of unsafe conditions and practices and the maintenance of cooperative interest in the health and safety of the workforce, and (c) maintain a record of the meetings and the matters discussed. 	Reference for Employer
<p>OHS3.3</p> <p>The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:</p> <ul style="list-style-type: none"> (a) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers, (b) provision for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found, (c) appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation, (d) provision for holding periodic management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action, (e) provision for the prompt investigation of incidents to determine the action necessary to prevent their recurrence, (f) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and (g) provision by the employer for the instruction and supervision of workers in the safe performance of their work. 	Reference for Employer
<p>OHS3.5</p> <p>Every employer must ensure that regular inspections are made of all workplaces, including buildings, structures, grounds, excavations, tools, equipment, machinery and work methods and practices, at intervals that will prevent the development of unsafe working conditions.</p>	Reference for Employer

Reference	Details Discussed
OHS3.9 Unsafe or harmful conditions found in the course of an inspection must be remedied without delay.	Reference for Employer
OHS3.12(1) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.	Reference for Employer
OHS3.12(2) A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.	Reference for Employer
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer
OHS3.23(1) An employer must ensure that before a young or new worker begins work in a workplace, the young or new worker is given health and safety orientation and training specific to that young or new worker's workplace.	Reference for Employer

Reference	Details Discussed
<p>OHS5.2</p> <p>If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that</p> <ul style="list-style-type: none">(a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means,(b) the information required by paragraph (a) is clearly communicated to the worker,(c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and(d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.	Reference for Employer

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

Employer #	Mailing Address	Classification Unit #	Operating Location
449233	s. 22 LANGLEY BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		1	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Joesph Williams	Joesph Williams	Not Available	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 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.

WILLIAMS FUR FARM LTD

s. 22

LANGLEY BC s. 22

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 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 #202016652140A

Employer Name	Jobsite Inspected	Scope of Inspection
DOGWOOD FUR FARMS LTD.	s. 22 Langley BC s. 22	Partial Inspection Related to COVID-19 Safety Plan

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Jul 24, 2020	Jul 24, 2020	Jul 24, 2020	Email

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

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

INSPECTION NOTES

On July 24, 2020, I (Brian Wiens, WorkSafeBC Occupational Safety Officer) spoke with the employer and worker representatives with regard to the employer's response to the current COVID-19 pandemic in relation to worker health and safety at the workplace.

Understanding the Risk

COVID-19 is an infectious disease that spreads primarily through contact with an infected person when they cough or sneeze or when a person touches a surface or object that has the virus on it and then touches their eyes, nose or mouth. Symptoms include fever, chills, new or worsening cough, shortness of breath, sore throat, and muscle aches or headache, and may take up to 14 days to appear after exposure to COVID-19.

The purpose of this inspection is to review this employer's response to the current COVID-19 pandemic in relation to worker health and safety at this workplace.

Employers are required by section 21(2)(c) of the *Workers Compensation Act* to establish occupational health and safety policies and programs in accordance with the Occupational Health and Safety Regulation (OHSR). The Provincial Health Officer (PHO) has directed that, in accordance with this requirement, employers must have a COVID-19 Safety Plan to assess the risk of exposure at their workplace and implement measures to keep workers safe. If a formal plan is not already in place prior to operation, an employer is expected to develop it while protecting the safety of workers.

Developing a COVID-19 Safety Plan:

A COVID-19 Safety Plan must include policies, guidelines, and procedures to reduce the risk of COVID-19 transmission in the workplace. Employers must involve frontline workers, joint health and safety committees, and supervisors in identifying protocols for their workplace.

WorkSafeBC has created the following resources to assist with the development of this plan. Note, these resources can be found on www.worksafebc.com.

- A guide to reducing the risk of COVID-19 which outlines the following **six steps**:
 1. Identify where COVID exposure arises in your workplace and assess the risks,
 2. Implement control measures/protocols to reduce the risks, starting with the highest level of protection and moving down as appropriate,
 3. Develop policies that include your protocols,
 4. Develop communication plans and training on the policies,
 5. Monitor policy implementation and update policy as needed, and
 6. Assess and address risks related specifically to resuming operations.
- COVID-19 Safety Plan template that can be used to document the employer's Safety Plan.
- Industry-specific protocols can be reviewed to assess which are relevant to your industry. Note, guidance for additional sectors will be posted on www.worksafebc.com as they become available.
- Health and safety resources such as workplace posters, information on cleaning and hygiene practices, and guidance on the selection and use of masks.

In accordance with PHO order:

- This Safety Plan must be posted on the employer's website, if one exists, and at the employer's workplace.
- The employer is to provide a copy of the plan to a WorkSafeBC officer on request.

WorkSafeBC will not be reviewing or approving the plans of individual employers, but in accordance with the order of the Provincial Health Officer, this plan must be posted at the worksite.

It was determined during this inspection that the employer has not established a COVID-19 Safety Plan. The employer has been provided a copy of the template for the safety plan and is in the process of completing. They are taking steps to ensure physical distancing where possible and are using some face masks when needed. The employer is also ensuring that COVID warning signage is posted, hand washing and hand sanitizing is taking place. The employer has also set up the lunchroom to limit the number of workers in the room. These are just a few steps the employer has taken to ensure the safety of their workers. The employer is encouraged to follow their safety plan and ensure that their workers have been made aware of the safety plan, its contents and that the plan is posted at the worksite.

It is to be noted that:

- Workers in B.C. have the right to refuse unsafe work if they believe it presents an undue hazard. WorkSafeBC Guideline - G3.12 "Refusal of unsafe work" provides information about work refusals, including a flowchart illustrating the right to refuse process. Employers must immediately investigate reports of unsafe work and ensure that any necessary corrective action is taken without delay.
- Mental health is just as important as physical health and it is important to take measures to support mental well-being. Workers in the workplace may also be affected by the anxiety and uncertainty created by the COVID-19 situation. See Available Resources.

WorkSafeBC has provided industry-specific protocols to help employers to ensure a safe and healthy workplace (links provided below).

Available COVID-19 Resources:**WorkSafeBC:**

- COVID-19 information and resources: <https://www.worksafebc.com/en/about-us/covid-19-updates>
- Preventing exposure to COVID-19 in the workplace A guide for employers:
<https://www.worksafebc.com/en/resources/about-us/guides/preventing-exposure-to-covid-19-in-the-workplace?lang=en>
- Guide to reducing the risk of COVID-19:
<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>
- COVID-19 Safety Plan template:
<https://www.worksafebc.com/en/resources/health-safety/checklist/covid-19-safety-plan?lang=en>

Government of BC:

- BC's Restart Plan:
<https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support/bc-restart-plan>
- COVID-19 Orders, Notices & Guidance:
<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus>
- Managing COVID-19 Stress, Anxiety & Depression:
<https://www2.gov.bc.ca/gov/content/health/managing-your-health/mental-health-substance-use/managing-covid-stress>

Other:

- BC Centre for Disease Control: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
- HealthLink BC: <https://www.healthlinkbc.ca/>
- Canadian Mental Health Association Stay Well in Uncertain Times: <https://cmha.bc.ca/covid-19/>

Any requested documentation can be forwarded electronically, by mail, or by fax as outlined below.

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact



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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

INSPECTION REPORT
Worker and Employer Services Division
202016652140A

me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2046
Fax 604 556-2077

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
WCA21(1)(a) Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.	Reference for Employer
WCA21(2)(c) An employer must establish occupational health and safety policies and programs in accordance with the regulations.	Reference for Employer
WCA31 An employer must establish and maintain a joint health and safety committee: (a) in each workplace where 20 or more workers of the employer are regularly employed, and (b) in any other workplace for which a joint committee is required by order. Pursuant to section 44 of Workers Compensation Act, the employer must post any order written under Division 5 of the OHS Provisions and keep it posted for 12 months.	Reference for Employer
OHS3.1(1)(a) An occupational health and safety program as outlined in section 3.3 must be initiated and maintained (a) by each employer that has (i) a workforce of 20 or more workers, and (ii) at least one workplace that is determined under section 3.16 (2) (b) to create a moderate or high risk of injury.	Reference for Employer
OHS3.1(1)(b) An occupational health and safety program as outlined in section 3.3 must be initiated and maintained (b) by each employer that has a workforce of 50 or more workers.	Reference for Employer

Reference	Details Discussed
<p>OHS3.2</p> <p>In any operation where the workforce is less than that referred to in section 3.1 (1) the employer must:</p> <ul style="list-style-type: none"> (a) initiate and maintain a less formal program based on regular monthly meetings with workers for discussion of health and safety matters, (b) ensure that meetings are directed to matters concerning the correction of unsafe conditions and practices and the maintenance of cooperative interest in the health and safety of the workforce, and (c) maintain a record of the meetings and the matters discussed. 	Reference for Employer
<p>OHS3.3</p> <p>The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:</p> <ul style="list-style-type: none"> (a) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers, (b) provision for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found, (c) appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation, (d) provision for holding periodic management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action, (e) provision for the prompt investigation of incidents to determine the action necessary to prevent their recurrence, (f) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and (g) provision by the employer for the instruction and supervision of workers in the safe performance of their work. 	Reference for Employer
<p>OHS3.5</p> <p>Every employer must ensure that regular inspections are made of all workplaces, including buildings, structures, grounds, excavations, tools, equipment, machinery and work methods and practices, at intervals that will prevent the development of unsafe working conditions.</p>	Reference for Employer

Reference	Details Discussed
OHS3.9 Unsafe or harmful conditions found in the course of an inspection must be remedied without delay.	Reference for Employer
OHS3.12(1) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.	Reference for Employer
OHS3.12(2) A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.	Reference for Employer
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer
OHS3.23(1) An employer must ensure that before a young or new worker begins work in a workplace, the young or new worker is given health and safety orientation and training specific to that young or new worker's workplace.	Reference for Employer

Reference	Details Discussed
<p>OHS5.2</p> <p>If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that</p> <ul style="list-style-type: none">(a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means,(b) the information required by paragraph (a) is clearly communicated to the worker,(c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and(d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.	Reference for Employer

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Employer #	Mailing Address	Classification Unit #	Operating Location
200200024	s. 22 ALDERGROVE BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		20	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Jonathan Bernemann	Jonathan Bernemann	s.22	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 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.

DOGWOOD FUR FARMS LTD.

s. 22

ALDERGROVE BC s. 22

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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 #202016652141A

Employer Name	Jobsite Inspected	Scope of Inspection
RIPPIN FUR FARM LTD	PO BOX 1118 STN ALDERGROVE ALDERGROVE BC V4W 2V1	RIPPIN FUR FARM LTD

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Jul 24, 2020	Jul 24, 2020	Jul 24, 2020	Email

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

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

INSPECTION NOTES

On July 24, 2020, I (Brian Wiens, WorkSafeBC Occupational Safety Officer) spoke with the employer representative with regard to the employer's response to the current COVID-19 pandemic in relation to worker health and safety at the workplace.

Understanding the Risk

COVID-19 is an infectious disease that spreads primarily through contact with an infected person when they cough or sneeze or when a person touches a surface or object that has the virus on it and then touches their eyes, nose or mouth. Symptoms include fever, chills, new or worsening cough, shortness of breath, sore throat, and muscle aches or headache, and may take up to 14 days to appear after exposure to COVID-19.

The purpose of this inspection is to review this employer's response to the current COVID-19 pandemic in relation to worker health and safety at this workplace.

Employers are required by section 21(2)(c) of the *Workers Compensation Act* to establish occupational health and safety policies and programs in accordance with the Occupational Health and Safety Regulation (OHSR). The Provincial Health Officer (PHO) has directed that, in accordance with this requirement, employers must have a COVID-19 Safety Plan to assess the risk of exposure at their workplace and implement measures to keep workers safe. If a formal plan is not already in place prior to operation, an employer is expected to develop it while protecting the safety of workers.

Developing a COVID-19 Safety Plan:

A COVID-19 Safety Plan must include policies, guidelines, and procedures to reduce the risk of COVID-19 transmission in the workplace. Employers must involve frontline workers, joint health and safety committees, and supervisors in identifying protocols for their workplace.

WorkSafeBC has created the following resources to assist with the development of this plan. Note, these resources can be found on www.worksafebc.com.

- A guide to reducing the risk of COVID-19 which outlines the following **six steps**:
 1. Identify where COVID exposure arises in your workplace and assess the risks,
 2. Implement control measures/protocols to reduce the risks, starting with the highest level of protection and moving down as appropriate,
 3. Develop policies that include your protocols,
 4. Develop communication plans and training on the policies,
 5. Monitor policy implementation and update policy as needed, and
 6. Assess and address risks related specifically to resuming operations.
- COVID-19 Safety Plan template that can be used to document the employer's Safety Plan.
- Industry-specific protocols can be reviewed to assess which are relevant to your industry. Note, guidance for additional sectors will be posted on www.worksafebc.com as they become available.
- Health and safety resources such as workplace posters, information on cleaning and hygiene practices, and guidance on the selection and use of masks.

In accordance with PHO order:

- This Safety Plan must be posted on the employer's website, if one exists, and at the employer's workplace.
- The employer is to provide a copy of the plan to a WorkSafeBC officer on request.

WorkSafeBC will not be reviewing or approving the plans of individual employers, but in accordance with the order of the Provincial Health Officer, this plan must be posted at the worksite.

It was determined during this inspection that the employer has not established a COVID-19 Safety Plan. The employer has been provided a copy of the template for the safety plan and will be in the process of completing. They are taking steps to ensure physical distancing where possible and hand washing. The employer is aware of self isolation and what needs to be done. These are just a few steps the employer has taken to ensure the safety of their workers. The employer is encouraged to follow their safety plan once developed and ensure that their workers have been made aware of the safety plan, its contents and that the plan is posted at the worksite.

It is to be noted that:

- Workers in B.C. have the right to refuse unsafe work if they believe it presents an undue hazard. WorkSafeBC Guideline - G3.12 "Refusal of unsafe work" provides information about work refusals, including a flowchart illustrating the right to refuse process. Employers must immediately investigate reports of unsafe work and ensure that any necessary corrective action is taken without delay.
- Mental health is just as important as physical health and it is important to take measures to support mental well-being. Workers in the workplace may also be affected by the anxiety and uncertainty created by the COVID-19 situation. See Available Resources.

WorkSafeBC has provided industry-specific protocols to help employers to ensure a safe and healthy workplace (links provided below).

Available COVID-19 Resources:**WorkSafeBC:**

- COVID-19 information and resources: <https://www.worksafebc.com/en/about-us/covid-19-updates>
- Preventing exposure to COVID-19 in the workplace A guide for employers:
<https://www.worksafebc.com/en/resources/about-us/guides/preventing-exposure-to-covid-19-in-the-workplace?lang=en>
- Guide to reducing the risk of COVID-19:
<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>
- COVID-19 Safety Plan template:
<https://www.worksafebc.com/en/resources/health-safety/checklist/covid-19-safety-plan?lang=en>

Government of BC:

- BC's Restart Plan:
<https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support/bc-restart-plan>
- COVID-19 Orders, Notices & Guidance:
<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus>
- Managing COVID-19 Stress, Anxiety & Depression:
<https://www2.gov.bc.ca/gov/content/health/managing-your-health/mental-health-substance-use/managing-covid-stress>

Other:

- BC Centre for Disease Control: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
- HealthLink BC: <https://www.healthlinkbc.ca/>
- Canadian Mental Health Association Stay Well in Uncertain Times: <https://cmha.bc.ca/covid-19/>

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INSPECTION REPORT
Worker and Employer Services Division
202016652141A

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2046
Fax 604 556-2077

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>WCA21(1)(a)</p> <p>Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.</p>	Reference for Employer
<p>WCA21(2)(c)</p> <p>An employer must establish occupational health and safety policies and programs in accordance with the regulations.</p>	Reference for Employer
<p>WCA31</p> <p>An employer must establish and maintain a joint health and safety committee:</p> <ul style="list-style-type: none"> (a) in each workplace where 20 or more workers of the employer are regularly employed, and (b) in any other workplace for which a joint committee is required by order. <p>Pursuant to section 44 of Workers Compensation Act, the employer must post any order written under Division 5 of the OHS Provisions and keep it posted for 12 months.</p>	Reference for Employer
<p>OHS3.1(1)(a)</p> <p>An occupational health and safety program as outlined in section 3.3 must be initiated and maintained</p> <ul style="list-style-type: none"> (a) by each employer that has <ul style="list-style-type: none"> (i) a workforce of 20 or more workers, and (ii) at least one workplace that is determined under section 3.16 (2) (b) to create a moderate or high risk of injury. 	Reference for Employer
<p>OHS3.1(1)(b)</p> <p>An occupational health and safety program as outlined in section 3.3 must be initiated and maintained</p> <ul style="list-style-type: none"> (b) by each employer that has a workforce of 50 or more workers. 	Reference for Employer

Reference	Details Discussed
<p>OHS3.2</p> <p>In any operation where the workforce is less than that referred to in section 3.1 (1) the employer must:</p> <ul style="list-style-type: none"> (a) initiate and maintain a less formal program based on regular monthly meetings with workers for discussion of health and safety matters, (b) ensure that meetings are directed to matters concerning the correction of unsafe conditions and practices and the maintenance of cooperative interest in the health and safety of the workforce, and (c) maintain a record of the meetings and the matters discussed. 	Reference for Employer
<p>OHS3.3</p> <p>The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:</p> <ul style="list-style-type: none"> (a) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers, (b) provision for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found, (c) appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation, (d) provision for holding periodic management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action, (e) provision for the prompt investigation of incidents to determine the action necessary to prevent their recurrence, (f) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and (g) provision by the employer for the instruction and supervision of workers in the safe performance of their work. 	Reference for Employer
<p>OHS3.5</p> <p>Every employer must ensure that regular inspections are made of all workplaces, including buildings, structures, grounds, excavations, tools, equipment, machinery and work methods and practices, at intervals that will prevent the development of unsafe working conditions.</p>	Reference for Employer

Reference	Details Discussed
OHS3.9 Unsafe or harmful conditions found in the course of an inspection must be remedied without delay.	Reference for Employer
OHS3.12(1) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.	Reference for Employer
OHS3.12(2) A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.	Reference for Employer
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer
OHS3.23(1) An employer must ensure that before a young or new worker begins work in a workplace, the young or new worker is given health and safety orientation and training specific to that young or new worker's workplace.	Reference for Employer

Reference	Details Discussed
<p>OHS5.2</p> <p>If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that</p> <ul style="list-style-type: none">(a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means,(b) the information required by paragraph (a) is clearly communicated to the worker,(c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and(d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.	Reference for Employer

Employer #	Mailing Address	Classification Unit #	Operating Location
309145	PO BOX 1118 STN ALDERGROVE ALDERGROVE BC V4W 2V1	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		4	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Fred Rippin	Fred Rippin	Not Available	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 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.

RIPPIN FUR FARM LTD
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 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 #202016652144A

Employer Name	Jobsite Inspected	Scope of Inspection
ANDREW LUDGER BERNEMANN (ALB FUR FARM)	s. 22 ABBOTSFORD BC Abbotsford BC s. 22	Partial Inspection Related to COVID-19 Safety Plan

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Jul 27, 2020	Jul 27, 2020	Jul 27, 2020	Email

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

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

INSPECTION NOTES

On July 27, 2020, I (Brian Wiens, WorkSafeBC Occupational Safety Officer) spoke with the employer regarding the employer's response to the current COVID-19 pandemic in relation to worker health and safety at the workplace.

Understanding the Risk

COVID-19 is an infectious disease that spreads primarily through contact with an infected person when they cough or sneeze or when a person touches a surface or object that has the virus on it and then touches their eyes, nose or mouth. Symptoms include fever, chills, new or worsening cough, shortness of breath, sore throat, and muscle aches or headache, and may take up to 14 days to appear after exposure to COVID-19.

The purpose of this inspection is to review this employer's response to the current COVID-19 pandemic in relation to worker health and safety at this workplace.

Employers are required by section 21(2)(c) of the *Workers Compensation Act* to establish occupational health and safety policies and programs in accordance with the Occupational Health and Safety Regulation (OHSR). The Provincial Health Officer (PHO) has directed that, in accordance with this requirement, employers must have a COVID-19 Safety Plan to assess the risk of exposure at their workplace and implement measures to keep workers safe. If a formal plan is not already in place prior to operation, an employer is expected to develop it while protecting the safety of workers.

Developing a COVID-19 Safety Plan:

A COVID-19 Safety Plan must include policies, guidelines, and procedures to reduce the risk of COVID-19 transmission in the workplace. Employers must involve frontline workers, joint health and safety committees, and supervisors in identifying protocols for their workplace.

WorkSafeBC has created the following resources to assist with the development of this plan. Note, these resources can be found on www.worksafebc.com.

- A guide to reducing the risk of COVID-19 which outlines the following **six steps**:
 1. Identify where COVID exposure arises in your workplace and assess the risks,
 2. Implement control measures/protocols to reduce the risks, starting with the highest level of protection and moving down as appropriate,
 3. Develop policies that include your protocols,
 4. Develop communication plans and training on the policies,
 5. Monitor policy implementation and update policy as needed, and
 6. Assess and address risks related specifically to resuming operations.
- COVID-19 Safety Plan template that can be used to document the employer's Safety Plan.
- Industry-specific protocols can be reviewed to assess which are relevant to your industry. Note, guidance for additional sectors will be posted on www.worksafebc.com as they become available.
- Health and safety resources such as workplace posters, information on cleaning and hygiene practices, and guidance on the selection and use of masks.

In accordance with PHO order:

- This Safety Plan must be posted on the employer's website, if one exists, and at the employer's workplace.
- The employer is to provide a copy of the plan to a WorkSafeBC officer on request.

WorkSafeBC will not be reviewing or approving the plans of individual employers, but in accordance with the order of the Provincial Health Officer, this plan must be posted at the worksite.

It was determined during this inspection that the employer is not currently in operation. There are no workers currently working at the site and no livestock are being managed at the site as well. It was discussed with the employer that if they do go back into operation a COVID-19 Safety Plan would need to be put into place and posted at the worksite.

It is to be noted that:

- Workers in B.C. have the right to refuse unsafe work if they believe it presents an undue hazard. WorkSafeBC Guideline - G3.12 "Refusal of unsafe work" provides information about work refusals, including a flowchart illustrating the right to refuse process. Employers must immediately investigate reports of unsafe work and ensure that any necessary corrective action is taken without delay.
- Mental health is just as important as physical health and it is important to take measures to support mental well-being. Workers in the workplace may also be affected by the anxiety and uncertainty created by the COVID-19 situation. See Available Resources.

WorkSafeBC has provided industry-specific protocols to help employers to ensure a safe and healthy workplace (links provided below).

Available COVID-19 Resources:**WorkSafeBC:**

- COVID-19 information and resources: <https://www.worksafebc.com/en/about-us/covid-19-updates>
- Preventing exposure to COVID-19 in the workplace A guide for employers:
<https://www.worksafebc.com/en/resources/about-us/guides/preventing-exposure-to-covid-19-in-the-workplace?lang=en>
- Guide to reducing the risk of COVID-19:
<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>
- COVID-19 Safety Plan template:
<https://www.worksafebc.com/en/resources/health-safety/checklist/covid-19-safety-plan?lang=en>

Government of BC:

- BC's Restart Plan:
<https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support/bc-restart-plan>
- COVID-19 Orders, Notices & Guidance:
<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus>
- Managing COVID-19 Stress, Anxiety & Depression:
<https://www2.gov.bc.ca/gov/content/health/managing-your-health/mental-health-substance-use/managing-covid-stress>

Other:

- BC Centre for Disease Control: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
- HealthLink BC: <https://www.healthlinkbc.ca/>
- Canadian Mental Health Association Stay Well in Uncertain Times: <https://cmha.bc.ca/covid-19/>

Any requested documentation can be forwarded electronically, by mail, or by fax as outlined below.

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services



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

WorkSafeBC
Abbotsford, BC
Office 604 556-2046
Fax 604 556-2077

INSPECTION REPORT
Worker and Employer Services Division
202016652144A

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>WCA21(1)(a)</p> <p>Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.</p>	Reference for Employer
<p>WCA21(2)(c)</p> <p>An employer must establish occupational health and safety policies and programs in accordance with the regulations.</p>	Reference for Employer
<p>WCA31</p> <p>An employer must establish and maintain a joint health and safety committee:</p> <p>(a) in each workplace where 20 or more workers of the employer are regularly employed, and</p> <p>(b) in any other workplace for which a joint committee is required by order.</p> <p>Pursuant to section 44 of Workers Compensation Act, the employer must post any order written under Division 5 of the OHS Provisions and keep it posted for 12 months.</p>	Reference for Employer
<p>OHS3.1(1)(a)</p> <p>An occupational health and safety program as outlined in section 3.3 must be initiated and maintained</p> <p>(a) by each employer that has</p> <p>(i) a workforce of 20 or more workers, and</p> <p>(ii) at least one workplace that is determined under section 3.16 (2) (b) to create a moderate or high risk of injury.</p>	Reference for Employer
<p>OHS3.1(1)(b)</p> <p>An occupational health and safety program as outlined in section 3.3 must be initiated and maintained</p> <p>(b) by each employer that has a workforce of 50 or more workers.</p>	Reference for Employer

Reference	Details Discussed
<p>OHS3.2</p> <p>In any operation where the workforce is less than that referred to in section 3.1 (1) the employer must:</p> <ul style="list-style-type: none"> (a) initiate and maintain a less formal program based on regular monthly meetings with workers for discussion of health and safety matters, (b) ensure that meetings are directed to matters concerning the correction of unsafe conditions and practices and the maintenance of cooperative interest in the health and safety of the workforce, and (c) maintain a record of the meetings and the matters discussed. 	Reference for Employer
<p>OHS3.3</p> <p>The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:</p> <ul style="list-style-type: none"> (a) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers, (b) provision for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found, (c) appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation, (d) provision for holding periodic management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action, (e) provision for the prompt investigation of incidents to determine the action necessary to prevent their recurrence, (f) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and (g) provision by the employer for the instruction and supervision of workers in the safe performance of their work. 	Reference for Employer
<p>OHS3.5</p> <p>Every employer must ensure that regular inspections are made of all workplaces, including buildings, structures, grounds, excavations, tools, equipment, machinery and work methods and practices, at intervals that will prevent the development of unsafe working conditions.</p>	Reference for Employer

Reference	Details Discussed
OHS3.9 Unsafe or harmful conditions found in the course of an inspection must be remedied without delay.	Reference for Employer
OHS3.12(1) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.	Reference for Employer
OHS3.12(2) A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.	Reference for Employer
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer
OHS3.23(1) An employer must ensure that before a young or new worker begins work in a workplace, the young or new worker is given health and safety orientation and training specific to that young or new worker's workplace.	Reference for Employer

Reference	Details Discussed
<p>OHS5.2</p> <p>If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that</p> <ul style="list-style-type: none">(a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means,(b) the information required by paragraph (a) is clearly communicated to the worker,(c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and(d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.	Reference for Employer

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

Employer #	Mailing Address	Classification Unit #	Operating Location
779510	s. 22 ABBOTSFORD BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		1	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Andrew Ludger Bernemann	Andrew Ludger Bernemann	Not Available	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 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.

ANDREW LUDGER BERNEMANN

s. 22

ABBOTSFORD BC s. 22

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 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 #202016652223A		
Employer Name	Jobsite Inspected	Scope of Inspection
C & A MINK RANCH LTD (O K CATTLE - DIVISION OF C & A MINK RANCH)	s. 22 Chilliwack BC s. 22	Partial Inspection Related to COVID19 Safety Plan

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 05, 2020	Dec 05, 2020	Dec 11, 2020	Email

THERE ARE TWO (2) ORDERS OR OTHER ITEMS OUTSTANDING

ACTION REQUIRED

Summary of Orders or other Items		
See "Orders/Items – Full Details" section of this Inspection Report for orders/items cited		
Order/Item No.1 <input type="checkbox"/>	Status: Outstanding	Cited: WCA21(1)(a)
Order/Item No.2 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2

ORDER STATUS LEGEND	
Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled – No Further Action Required

INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

On December 05, 2020, I (Brian Wiens, WorkSafeBC Occupational Safety Officer) and Fraser Health Authority (Public Health Inspector) attended this site and spoke with the employer representative. The purpose of this inspection was to review this employer's response to s. 22 in relation to worker health and safety and to determine the level of compliance with the Workers Compensation Act (WCA) and the Occupational Health and Safety Regulation (OHSR).

s. 22

It is known that COVID-19 can be transmitted from humans to mink and at times vice versa. Initial contact was made with the employer on December 04, 2020, and a subsequent inspection was carried out by WorkSafeBC Prevention (Officer Brian Wiens) and a Fraser Health – Environmental Health Officer.

Prior to commencing the inspection, I confirmed the employer's bio-security protocols and followed their direction for bio-security measures.

Inspection Discussions:

The items listed below were stated by the employer to be in place at the time of this inspection. Visual verification could not always be determined due the restricted access s. 22. Protocols and procedures in place prior to the inspection could not be confirmed and it cannot be assumed that the following was in place prior to this inspection:

- Masks are available and were being worn by the employer representative at the time of my inspection.
- The break room is only used by the employer representative for lunch and coffee breaks. Workers generally s. 22 for breaks.
- Temperature checks, gloves, masks and hand sanitizer are available in the break room at the start of the shift.
- Workers wear rubber boots, latex gloves, face shields, goggles, and half face respirators.
- The employer had a system of daily pre-screening of workers for COVID-19 symptoms - Temperature checks are taken morning, lunch and end of the day.
- Hand washing and hand sanitizing is also required and provided for on site.
- All deliveries to the site are currently cancelled.
- Shower provided if needed.
- If workers show up to work and it is determined they are sick, s. 22 The employer provided a sheet with a list of symptoms to workers.
- Workers have also been required to conduct self-evaluations at home prior to coming to work. If the employer is not satisfied that a worker has done a daily health check the employer indicated, they do not permit the worker to work at the workplace.

I discussed the following deficiencies with the employer:

- The employer did not have a written COVID-19 safety plan available on site and could not produce one for review.
- A half face respirator was left unprotected on a table and the employer indicated that workers are allowed to bring potentially contaminated clothing off-site for cleaning. This indicates a lack of procedures and appropriate management of PPE and a lack of appropriate hygiene controls.
- The employer was unable to demonstrate to me that there had been appropriate protocols in place and training of workers with respect to COVID-19 including effective daily health checks, s. 22.
- There was an apparent lack of entry controls to manage access to the workplace s. 22.
- The employer had not assessed the work activities and determined controls considering the hierarchy of controls such as ensuring barriers are used for tasks where physical distancing cannot be maintained.

- In general the absence of a written COVID-19 safety plan addressing the steps necessary to ensure appropriate protocols are in place impacted the employers ability to manage, monitor and respond to COVID-19 risks.

Developing a COVID-19 Safety Plan:

Employers are required by section 21(2)(c) of the Workers Compensation Act to establish occupational health and safety policies and programs in accordance with the Occupational Health and Safety Regulation (OHSR). In accordance with this requirement, employers must have a compliant COVID-19 Safety Plan to assess the risk of exposure at their workplace and implement measures to keep workers safe. If an employer is found to be in noncompliance with this requirement, orders may be cited against the employer and, when required, enforcement actions, such as a financial penalty, may be considered.

Measures for COVID-19 are in flux and as such orders, notice and guidance from the public health officer may change. Employers are expected to be aware of these and apply them as applicable. Continually refer to the government of British Columbia Orders,

notices and guidance web page:

<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus#orders>

WorkSafeBC has created the following resources to assist with the development of this plan.

- A guide which outlines 6 steps to follow to reduce the risk of Covid-19 in the workplace:
<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>
- A Covid-19 Safety Plan template that can be used to document the employer's safety plan:
<https://www.worksafebc.com/en/resources/health-safety/checklist/covid-19-safety-plan?lang=en>
- Masks in the workplace:
<https://www.worksafebc.com/en/about-us/covid-19-updates/health-and-safety/mandatory-masks-in-workplaces>
- Worker Health checks:
<https://www.worksafebc.com/en/about-us/covid-19-updates/health-and-safety/health-checks>
- A Guideline named G3.3 Written Instructions, training, and supervision: COVID-19 Safety Plan, which helps employers understand their obligation to develop a COVID-19 Safety Plan and how to meet this obligation.
<https://www.worksafebc.com/en/law-policy/occupational-health-safety/searchable-ohs-regulation/ohs-guidelines/guidelines-part-03#SectionNumber:G3.3>

Right to Refuse unsafe work

- It is to be noted that Workers in B.C. have the right to refuse unsafe work if they believe it presents an undue hazard. WorkSafeBC Guideline - G3.12 "Refusal of unsafe work" provides information about work refusals, including a flowchart illustrating the right to refuse process. Employers must immediately investigate reports of unsafe work and ensure that any necessary corrective action is taken without delay.

Government of BC:

- BC's Response to COVID-19:
<https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support>

Other:

- BC Centre for Disease Control COVID-19: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
- HealthLink BC: <https://www.healthlinkbc.ca/>
- Canadian Mental Health Association COVID-19 Stay Well in Uncertain Times: <https://cmha.bc.ca/covid-19/>

AgSafe

The employer is encouraged to contact the AgSafe for assistance.

AgSafe Office

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079
Email: contact@agsafebc.ca

The employer was provided with the following additional reference materials:

- COVID-19 - A Guide to Reducing the Risk
- COVID-19 - Health and Safety Cleaning and Disinfecting
- Help to Prevent the Spread of COVID-19 - Designing Effective Barriers
- COVID-19 - Health and Safety Selecting and Using Masks in Non-health Care Settings
- Help to Prevent the Spread of COVID-19 - Cover Coughs and Sneezes
- Help to Prevent the Spread of COVID-19
- Keep our Workplace Safe From COVID-19
- Help to Prevent the Spread of COVID-19 - How to Use a Mask
- Help to Prevent the Spread of COVID-19 - Occupancy Limit
- OFAA Protocols During the COVID-19 Pandemic
- Biosecurity advisory to the Canada Mink Breeders Association, Canadian mink producers, and mink farm workers
- COVID-19 Safety Plan Template
- Worker Health Checks
- Workplace Safety

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services WorkSafeBC
Abbotsford, BC Office 604 556-2046
Fax 604 556-2077

ORDERS/ITEMS

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 <input type="checkbox"/>	Status: Outstanding	Cited: WCA21(1)(a)
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It was determined during a discussion with the employer representative, that an effective COVID-19 Safety Plan had not been established at this work site. This is evidenced by, but not limited to:

- *Failure to have a posted written COVID-19 safety plan.
- *Failure to demonstrate that workers were adequately trained and following COVID-19 protocols.
- *Failure to have required barriers or other effective means to protect workers based on the hierarchy of controls.
- *Failed to store personal protective equipment in a sanitary manner. A half face respirator was left unprotected on a table.
- Failure to demonstrate that, s. 22 [REDACTED], the employer had a system of worker health checks in place or had communicated to workers the protocols to follow should they feel sick with symptoms associated with COVID-19
- *Absence of protocols to address decontamination and absence of proper hygiene controls.

These failures indicate the employer was not acting in a duly diligent manner to protect workers from the transmission of COVID-19 at the workplace.

This is in contravention of the Workers Compensation Act Section 21 (1)(a).

Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.

Measures to Ensure Compliance:

This employer must:

- 1) Prepare, post, follow and monitor a compliant written COVID-19 Safety Plan.
- 2) Have the effective, reliable and sustainable controls implemented.
- 3) The employer must have a restricted entry process based on who has entry allowance for the activities on site.
- 4) Have decontamination procedures, amenities and verification that the methods used are adequate.
- 5) Train and supervise workers on this plan.
- 6) The employer must follow their safety plan and ensure that their workers have been made aware of the safety plan, its contents and that the plan has been posted at the work site.

A copy of this compliant plan must be submitted to this officer by **December 8, 2020** for his review

Order/Item No.2 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2
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s. 22 [REDACTED]
[REDACTED] Mink can also become infected with SARS-CoV-2 and testing is currently under way to confirm the health of the herd. Until such time as testing confirms the health of the herd, the herd must be considered a potential transmission source of SARS-CoV-2 to humans.

Orders/Items - Full Details

SARS-CoV-2 virus is categorized as Risk Group 3 human pathogen and is designated as a hazardous substance under 5.1.1(a). Exposure to a designated hazardous substance without effective controls is a contravention of section 5.2 and may be considered high risk of serious illness.

Due to the uncontrolled spread of SARS-CoV-2, the employer has advised me that he has closed the worksite for all worker activities (with the exception of some essential activities for the mixing, grinding, feeding, watering and scraping of cages relating to the mink) until the spread of SARS-CoV-2 has been determined to be contained and controlled. Specific protocols to prevent the spread of SARS-CoV-2 to workers conducting activities related to the care and of the herd, such as feeding and watering have not been established.

This is in contravention of the Occupational Health and Safety Regulation Section 5.2.

If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that

- (a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means,
- (b) the information required by paragraph (a) is clearly communicated to the worker,
- (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and
- (d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.

Measures to Ensure Compliance:

Without delay, the employer must develop and implement written procedures in accordance with the hierarchy of controls for containment and control of the SARS-CoV-2 virus s. 22 . The plan must encompass the following:

*Specific safe work procedures for the allowed activities of feeding, watering that are conducted for the care and wellbeing of the mink. This includes:

- a) assignment of a single designated worker for direct feeding, scraping of cages and checking of water supply,
- b) procedures to address the preparation of feed (mixing and grinding)
- c) respiratory protection (half face respirator with N95 cartridges or N95 disposable mask),
- d) goggles for eye protection,
- e) coveralls/foot protection or other acceptable body protection,
- f) and disposable gloves

*Specific procedures for worker decontamination when leaving the site

*Documentation for site entry, decontamination and health checks

*Restricted entry process based on who has entry allowance for the allowed activities on site

*Ensure that any supervisors and workers have been trained in the written procedures

A copy of the written procedures must be submitted to this officer by December 8, 2020 for his review

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
WCA21(2)(c) An employer must establish occupational health and safety policies and programs in accordance with the regulations.	Reference for Employer
WCA31 An employer must establish and maintain a joint health and safety committee: (a) in each workplace where 20 or more workers of the employer are regularly employed, and (b) in any other workplace for which a joint committee is required by order. Pursuant to section 44 of Workers Compensation Act, the employer must post any order written under Division 5 of the OHS Provisions and keep it posted for 12 months.	Reference for Employer
OHS3.1(1)(a) An occupational health and safety program as outlined in section 3.3 must be initiated and maintained (a) by each employer that has (i) a workforce of 20 or more workers, and (ii) at least one workplace that is determined under section 3.16 (2) (b) to create a moderate or high risk of injury.	Reference for Employer
OHS3.1(1)(b) An occupational health and safety program as outlined in section 3.3 must be initiated and maintained (b) by each employer that has a workforce of 50 or more workers.	Reference for Employer

Reference	Details Discussed
<p>OHS3.2</p> <hr/> <p>In any operation where the workforce is less than that referred to in section 3.1 (1) the employer must:</p> <ul style="list-style-type: none"> (a) initiate and maintain a less formal program based on regular monthly meetings with workers for discussion of health and safety matters, (b) ensure that meetings are directed to matters concerning the correction of unsafe conditions and practices and the maintenance of cooperative interest in the health and safety of the workforce, and (c) maintain a record of the meetings and the matters discussed. 	<p>Reference for Employer</p>
<p>OHS3.3</p> <hr/> <p>The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:</p> <ul style="list-style-type: none"> (a) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers, (b) provision for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found, (c) appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation, (d) provision for holding periodic management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action, (e) provision for the prompt investigation of incidents to determine the action necessary to prevent their recurrence, (f) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and (g) provision by the employer for the instruction and supervision of workers in the safe performance of their work. 	<p>Reference for Employer</p>
<p>OHS3.5</p> <hr/> <p>Every employer must ensure that regular inspections are made of all workplaces, including buildings, structures, grounds, excavations, tools, equipment, machinery and work methods and practices, at intervals that will prevent the development of unsafe working conditions.</p>	<p>Reference for Employer</p>

Reference	Details Discussed
<p>OHS3.9</p> <hr/> <p>Unsafe or harmful conditions found in the course of an inspection must be remedied without delay.</p>	Reference for Employer
<p>OHS3.12(1)</p> <hr/> <p>A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.</p>	Reference for Employer
<p>OHS3.12(2)</p> <hr/> <p>A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.</p>	Reference for Employer
<p>OHS3.12(3)</p> <hr/> <p>A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.</p>	Reference for Employer
<p>OHS3.23(1)</p> <hr/> <p>An employer must ensure that before a young or new worker begins work in a workplace, the young or new worker is given health and safety orientation and training specific to that young or new worker's workplace.</p>	Reference for Employer
<p>WCA21(2)(e)</p> <hr/> <p>An employer must 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.</p>	Referenced to employer

Employer #	Mailing Address	Classification Unit #	Operating Location
308045	s. 22 CHILLIWACK BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		10	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
BRAD JOINER	BRAD JOINER	Not Available	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
17.75 hrs	1.5 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.

C & A MINK RANCH LTD

s. 22

CHILLIWACK BC s. 22

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 #202016652223B

Employer Name	Jobsite Inspected	Scope of Inspection
C & A MINK RANCH LTD (O K CATTLE - DIVISION OF C & A MINK RANCH)	s. 22 Chilliwack BC s. 22	Partial Inspection Related to COVID19 Safety Plan

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 05, 2020	Dec 18, 2020	Dec 24, 2020	Email

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 <input checked="" type="checkbox"/>	Status: Complied	Cited: WCA21(1)(a)
Order/Item No.2 <input checked="" type="checkbox"/>	Status: Complied	Cited: OHS5.2

ORDER STATUS LEGEND

Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled – No Further Action Required

INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

This was a follow-up inspection to authenticate appropriate compliance with the orders noted.

The employer representative for this employer provided compliance information to Officer Brian Wiens from December 08, 2020, until December 17, 2020, in relation to achieving compliance with previous orders noted in initiating inspection report 202016652223A. This compliance information relates to s. 22 SARS-CoV-2 (the virus that causes the COVID-19 disease) at this mink farm. A site inspection will be conducted in the near future to follow up with the employer as it relates to the compliance provided information.

Refer to orders one and two of this inspection report for further information.

For more information on Health and Safety issues please visit www.worksafefbc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2064
Fax 604 556-2077

ORDERS/ITEMS

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 <input checked="" type="checkbox"/>	Status: Complied	Cited: WCA21(1)(a)
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Progress towards compliance:

Dec 18, 2020 - Compliance Status December 18, 2020:

A copy of the employer's COVID-19 Safety Plan has been received and reviewed. A copy of the plan has been attached to this inspection report and is part of the employer's history.

This is in compliance with the Workers Compensation Act Section 21(1)(a)

Orders/Items - Full Details**Initiating order:**

Dec 05, 2020 - It was determined during a discussion with the employer representative, that an effective COVID-19 Safety Plan had not been established at this work site. This is evidenced by, but not limited to:

- *Failure to have a posted written COVID-19 safety plan.
- *Failure to demonstrate that workers were adequately trained and following COVID-19 protocols.
- *Failure to have required barriers or other effective means to protect workers based on the hierarchy of controls.
- *Failed to store personal protective equipment in a sanitary manner. A half face respirator was left unprotected on a table.
- Failure to demonstrate that, s. 22 [REDACTED], the employer had a system of worker health checks in place or had communicated to workers the protocols to follow should they feel sick with symptoms associated with COVID-19
- *Absence of protocols to address decontamination and absence of proper hygiene controls.

These failures indicate the employer was not acting in a duly diligent manner to protect workers from the transmission of COVID-19 at the workplace.

This is in contravention of the Workers Compensation Act Section 21 (1)(a).

Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.

Measures to Ensure Compliance:

This employer must:

- 1) Prepare, post, follow and monitor a compliant written COVID-19 Safety Plan.
- 2) Have the effective, reliable and sustainable controls implemented.
- 3) The employer must have a restricted entry process based on who has entry allowance for the activities on site.
- 4) Have decontamination procedures, amenities and verification that the methods used are adequate.
- 5) Train and supervise workers on this plan.
- 6) The employer must follow their safety plan and ensure that their workers have been made aware of the safety plan, its contents and that the plan has been posted at the work site.

A copy of this compliant plan must be submitted to this officer by **December 8, 2020** for his review

Orders/Items - Full DetailsOrder/Item No.2 Status: **Complied**Cited: **OHS5.2****Progress towards compliance:**Dec 18, 2020 - Compliance Status December 18, 2020:

The employer has put measures in place to ensure the safety of workers required to conduct work activities at the workplace relating to the potential exposure to SARS-CoV-2 (the virus that causes the COVID-19). The employer has develop and implement written procedures in accordance with the hierarchy of controls for containment and control of the SARS-CoV-2 virus s. 22 [REDACTED]. Those measures are identified here but not limited to:

- Risk Assessment & Infection Prevention and Control Protocol (COVID-19)
- Third level rules and guidelines in place
- Safe Work Procedure Skinning and Processing
- Exposure Control Plan for COVID-19
- COVID-19 Enhanced Surface Cleaning and Disinfection
- Cleaning and Disinfecting after a worker is Symptomatic or has been confirmed positive for COVID-19
- Dead Mink Collection, Safe Work Procedures
- SARS-CoV-2 Outbreak Procedures and Protocols
- Protocol for surveillance mortality for pick up
- Safe Work Procedure - Feeding Mink
- Safe Work Procedure - Grinding Feed
- Safe Work Procedure - Mixing Feed
- Safe Work Procedure - Scraping Mink Cages
- PPE Donning Station Procedure
- Safe Work Procedures - Mink Euthanasia
- PPE Doffing Station Procedure
- Employee Awareness Form - Workers Awareness of COVID-19 Procedures and Protocols Sign Off
- Respirator Fest Test Form Completed
- AgSafe Training Document Dated December 15, 2020, for Donning and Doffing Procedures, Euthanasia Safe Work Procedures

This is in compliance with the Occupational Health and Safety Regulation Section 5.2

Initiating order:Dec 05, 2020 - s. 22

[REDACTED] Mink can also become infected with SARS-CoV-2 and testing is currently under way to confirm the health of the herd. Until such time as testing confirms the health of the herd, the herd must be considered a potential transmission source of SARS-CoV-2 to humans.

SARS-CoV-2 virus is categorized as Risk Group 3 human pathogen and is designated as a hazardous substance under 5.1.1(a). Exposure to a designated hazardous substance without effective controls is a contravention of section 5.2 and may be considered high risk of serious illness.

Due to the uncontrolled spread of SARS-CoV-2, the employer has advised me that he has closed the worksite for all worker activities (with the exception of some essential activities for the mixing, grinding, feeding, watering and scraping of cages relating to the mink) until the spread of SARS-CoV-2 has been determined to be contained and controlled. Specific protocols to prevent the spread of SARS-CoV-2 to workers conducting activities related to the care and of the herd, such as feeding and watering have not been established.

Orders/Items - Full Details

This is in contravention of the Occupational Health and Safety Regulation Section 5.2.

If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that

- (a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means,
- (b) the information required by paragraph (a) is clearly communicated to the worker,
- (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and
- (d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.

Measures to Ensure Compliance:

Without delay, the employer must develop and implement written procedures in accordance with the hierarchy of controls for containment and control of the SARS-CoV-2 virus s. 22 . The plan must encompass the following:

*Specific safe work procedures for the allowed activities of feeding, watering that are conducted for the care and wellbeing of the mink. This includes:

- a) assignment of a single designated worker for direct feeding, scraping of cages and checking of water supply,
- b) procedures to address the preparation of feed (mixing and grinding)
- c) respiratory protection (half face respirator with N95 cartridges or N95 disposable mask),
- d) goggles for eye protection,
- e) coveralls/foot protection or other acceptable body protection,
- f) and disposable gloves

*Specific procedures for worker decontamination when leaving the site

*Documentation for site entry, decontamination and health checks

*Restricted entry process based on who has entry allowance for the allowed activities on site

*Ensure that any supervisors and workers have been trained in the written procedures

A copy of the written procedures must be submitted to this officer by December 8, 2020 for his review

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Telephone 604 276-3100 Toll Free 1-888-621-7233 Fax 604 276-3247

Employer #	Mailing Address	Classification Unit #	Operating Location
308045	s. 22 CHILLIWACK BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		10	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
BRAD JOINER	Brayden Joiner	Not Available	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
4 hrs	0 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

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C & A MINK RANCH LTD

s. 22

CHILLIWACK BC s. 22

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Inspection Report #202016652225A

Employer Name	Jobsite Inspected	Scope of Inspection
ANDREW LUDGER BERNEMANN (ALB FUR FARM)	s. 22 ABBOTSFORD BC s. 22	Partial Inspection Related to COVID-19 Safety Plan

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 10, 2020	Dec 10, 2020	Dec 16, 2020	Mailed

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

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

INSPECTION NOTES

This inspection was initiated as part of WorkSafeBC's COVID-19 Inspection Initiative. The purpose of this inspection is to review this employer's response to the current COVID-19 pandemic in relation to worker health and safety at this workplace.

On December 10, 2020, an inspection was conducted by Officer Brian Wiens, outside the employer's work site on the road to the entrance of this property (No entry to this property was made). The purpose of this inspection was to discuss the requirements for the employer to follow their written COVID-19 Safety Plan and ensure their workers are aware of the plan and its contents and the plan is posted at the work site. The employer was contacted by phone. The purpose of this conversation was to confirm the employers status at this work site if work activities and livestock are being housed on site. The employer confirmed that no work activities are taking place, along with no workers or livestock are on site and have not been on site for approximately the last two years.

If the employer does decide to go back to normal activities, the employer is reminded To develop a COVID-19 Safety Plan and implement the new Provincial Health Order pertaining to Workplace Safety issued - November 11, 2020. The new order states:

1. Employers must review their COVID-19 Safety Plans to ensure that they adequately protect workers from the transmission of COVID-19 in the workplace and are consistent with WorkSafeBC requirements.
2. An employer of a worker who is working in a workplace other than the worker's private residence must ensure that the worker has done a daily health check for the symptoms of COVID-19.
3. If an employer is not satisfied that a worker has done a daily health check the employer must not permit the worker to work at the workplace.
4. Employers should encourage workers to work from their private residence if feasible, unless there is a preference on the part of the employer or the worker for the worker to work at the workplace.
5. Employers must ensure that their COVID-19 Safety Plan includes measures to prevent workers from crowding together or congregating in higher risk spaces, including offices, processing areas, lunchrooms, changing areas, bathrooms and break rooms.

The employer is also reminded of operational requirements for COVID-19 risk mitigation but not limited to:

- Personal Protective Equipment for COVID-19
- Hygiene Facilities and requirements
- Decontamination procedures and where decontamination takes place
- Laundering Processes and provisions for clean clothing
- Break rooms, lunchrooms, barns and offices (occupancy requirements and social distancing)

Mask requirements

As of November 20, 2020, employers are expected to enforce the mandatory mask policy with both employees and customers. A customer can be refused entry or service if they do not wear a mask.

Masks at workplaces - Masks are required in all workplaces for shared work areas and areas where physical distancing cannot be maintained. This includes:

- Lunchrooms
- Break rooms
- Offices
- Mixing and grinding areas (feed processing)

COVID-19 is an infectious disease that spreads primarily through contact with an infected person when they cough or sneeze or when a person touches a surface or object that has the virus on it and then touches their eyes, nose or mouth. Symptoms include fever, chills, new or worsening cough, shortness of breath, sore throat, and muscle aches or headache, and may take up to 14

days to appear after exposure to COVID-19.

Employers are required by section 21(2)(c) of the Workers Compensation Act to establish occupational health and safety policies and programs in accordance with the Occupational Health and Safety Regulation (OHSR). The Provincial Health Officer (PHO) has directed that, in accordance with this requirement, employers must have a COVID-19 Safety Plan to assess the risk of exposure at their workplace and implement measures to keep workers safe. If a formal plan is not already in place prior to operation, an employer is expected to develop it while protecting the safety of workers.

Developing a COVID-19 Safety Plan:

A COVID-19 Safety Plan must include policies, guidelines, and procedures to reduce the risk of COVID-19 transmission in the workplace. Employers must involve frontline workers, joint health and safety committees, and supervisors in identifying protocols for their workplace.

WorkSafeBC has created the following resources to assist with the development of this plan. Note, these resources can be found on www.worksafebc.com.

- A guide to reducing the risk of COVID-19 which outlines the following six steps:
 1. Identify where COVID exposure arises in your workplace and assess the risks,
 2. Implement control measures/protocols to reduce the risks, starting with the highest level of protection and moving down as appropriate,
 3. Develop policies that include your protocols,
 4. Develop communication plans and training on the policies,
 5. Monitor policy implementation and update policy as needed, and
 6. Assess and address risks related specifically to resuming operations.
- COVID-19 Safety Plan template that can be used to document the employer's Safety Plan.
- Industry-specific protocols can be reviewed to assess which are relevant to your industry. Note, guidance for additional sectors will be posted on www.worksafebc.com as they become available.
- Health and safety resources such as workplace posters, information on cleaning and hygiene practices, and guidance on the selection and use of masks.

In accordance with PHO order:

- This Safety Plan must be posted on the employer's website, if one exists, and at the employer's workplace.
- The employer is to provide a copy of the plan to a WorkSafeBC officer on request.

It is to be noted that:

- Workers in B.C. have the right to refuse unsafe work if they believe it presents an undue hazard. WorkSafeBC Guideline - G3.12 "Refusal of unsafe work" provides information about work refusals, including a flowchart illustrating the right to refuse process. Employers must immediately investigate reports of unsafe work and ensure that any necessary corrective action is taken without delay.
- Mental health is just as important as physical health and it is important to take measures to support mental well-being. Workers in the workplace may also be affected by the anxiety and uncertainty created by the COVID-19 situation. See Available Resources.

Available COVID-19 Resources:

WorkSafeBC:

- COVID-19 information and resources: <https://www.worksafebc.com/en/about-us/covid-19-updates>
- Preventing exposure to COVID-19 in the workplace A guide for employers:
<https://www.worksafebc.com/en/resources/about-us/guides/preventing-exposure-to-covid-19-in-the-workplace?lang=en>

- Guide to reducing the risk of COVID-19:
<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>
- COVID-19 Safety Plan template:
<https://www.worksafebc.com/en/resources/health-safety/checklist/covid-19-safety-plan?lang=en>

Government of BC:

- BC's Restart Plan:
<https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support/bc-restart-plan>
- COVID-19 Orders, Notices & Guidance:
<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus>
- Managing COVID-19 Stress, Anxiety & Depression:
<https://www2.gov.bc.ca/gov/content/health/managing-your-health/mental-health-substance-use/managing-covid-stress>

Other:

- BC Centre for Disease Control: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
- HealthLink BC: <https://www.healthlinkbc.ca/>
- Canadian Mental Health Association Stay Well in Uncertain Times: <https://cmha.bc.ca/covid-19/>

AgSafe

The employer is encouraged to contact the AgSafe for assistance.

AgSafe Office

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079
Email: contact@agsafebc.ca

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2046
Fax 604 556-2077

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
WCA21(1)(a) Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.	Reference for Employer
WCA21(2)(c) An employer must establish occupational health and safety policies and programs in accordance with the regulations.	Reference for Employer
WCA31 An employer must establish and maintain a joint health and safety committee: (a) in each workplace where 20 or more workers of the employer are regularly employed, and (b) in any other workplace for which a joint committee is required by order. Pursuant to section 44 of Workers Compensation Act, the employer must post any order written under Division 5 of the OHS Provisions and keep it posted for 12 months.	Reference for Employer
OHS3.1(1)(a) An occupational health and safety program as outlined in section 3.3 must be initiated and maintained (a) by each employer that has (i) a workforce of 20 or more workers, and (ii) at least one workplace that is determined under section 3.16 (2) (b) to create a moderate or high risk of injury.	Reference for Employer
OHS3.1(1)(b) An occupational health and safety program as outlined in section 3.3 must be initiated and maintained (b) by each employer that has a workforce of 50 or more workers.	Reference for Employer

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Reference	Details Discussed
<p>OHS3.2</p> <p>In any operation where the workforce is less than that referred to in section 3.1 (1) the employer must:</p> <ul style="list-style-type: none"> (a) initiate and maintain a less formal program based on regular monthly meetings with workers for discussion of health and safety matters, (b) ensure that meetings are directed to matters concerning the correction of unsafe conditions and practices and the maintenance of cooperative interest in the health and safety of the workforce, and (c) maintain a record of the meetings and the matters discussed. 	<p>Reference for Employer</p>
<p>OHS3.3</p> <p>The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:</p> <ul style="list-style-type: none"> (a) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers, (b) provision for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found, (c) appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation, (d) provision for holding periodic management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action, (e) provision for the prompt investigation of incidents to determine the action necessary to prevent their recurrence, (f) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and (g) provision by the employer for the instruction and supervision of workers in the safe performance of their work. 	<p>Reference for Employer</p>
<p>OHS3.5</p> <p>Every employer must ensure that regular inspections are made of all workplaces, including buildings, structures, grounds, excavations, tools, equipment, machinery and work methods and practices, at intervals that will prevent the development of unsafe working conditions.</p>	<p>Reference for Employer</p>

Reference	Details Discussed
OHS3.9 Unsafe or harmful conditions found in the course of an inspection must be remedied without delay.	Reference for Employer
OHS3.12(1) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.	Reference for Employer
OHS3.12(2) A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.	Reference for Employer
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer
OHS3.23(1) An employer must ensure that before a young or new worker begins work in a workplace, the young or new worker is given health and safety orientation and training specific to that young or new worker's workplace.	Reference for Employer

Reference	Details Discussed
<p>OHS5.2</p> <hr/> <p>If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that</p> <ul style="list-style-type: none">(a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means,(b) the information required by paragraph (a) is clearly communicated to the worker,(c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and(d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.	Reference for Employer

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Employer #	Mailing Address	Classification Unit #	Operating Location
779510	s. 22 ABBOTSFORD BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		1	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Andrew Ludger Bernemann	Andrew Ludger Bernemann	Not Available	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 hrs

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Request a Review

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ANDREW LUDGER BERNEMANN

s. 22

ABBOTSFORD BC s. 22

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 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 #202016652226A		
Employer Name	Jobsite Inspected	Scope of Inspection
WILLIAMS FUR FARM LTD	s. 22 Langley BC V2Z	Partial Inspection related to COVID-19 Safety Plan

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 11, 2020	Dec 11, 2020	Dec 16, 2020	Mailed

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

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

INSPECTION NOTES

This inspection was initiated as part of WorkSafeBC's COVID-19 Inspection Initiative. The purpose of this inspection is to review this employer's response to the current COVID-19 pandemic in relation to worker health and safety at this workplace.

On December 11, 2020, an inspection was conducted by Officers Brian Wiens and Gordon Craigie outside the employer's bio-security gate at the side of the road to the entrance of this property. Physical distancing and mask wearing were in place at the time of this inspection. The purpose of this inspection was to discuss the requirements for the employer to follow their written COVID-19 Safety Plan and ensure their workers are aware of the plan and its contents and the plan is posted at the work site. At the time of the inspection the employer was following their COVID-19 protocols and procedures as stated by the employer and worker representatives on site.

Additionally, we discussed the new Provincial Health Order pertaining to Workplace Safety issued - November 11, 2020. The new order states:

1. Employers must review their COVID-19 Safety Plans to ensure that they adequately protect workers from the transmission of COVID-19 in the workplace and are consistent with WorkSafeBC requirements.
2. An employer of a worker who is working in a workplace other than the worker's private residence must ensure that the worker has done a daily health check for the symptoms of COVID-19.
3. If an employer is not satisfied that a worker has done a daily health check the employer must not permit the worker to work at the workplace.
4. Employers should encourage workers to work from their private residence if feasible, unless there is a preference on the part of the employer or the worker for the worker to work at the workplace.
5. Employers must ensure that their COVID-19 Safety Plan includes measures to prevent workers from crowding together or congregating in higher risk spaces, including offices, processing areas, lunchrooms, changing areas, bathrooms and break rooms.

A review was conducted with the employer relating to operational requirements for COVID-19 risk mitigation but not limited to:

- Personal Protective Equipment for COVID-19
- Hygiene Facilities and requirements
- Decontamination procedures and where decontamination takes place
- Laundering Processes and provisions for clean clothing
- Break rooms, lunchrooms, barns and offices (occupancy requirements and social distancing)

The purpose of this inspection is to determine the steps the employer has taken to ensure the safety of their workers relating to COVID-19.

Inspection Discussions:

The items listed below were stated by the employer to be in place at the time of this inspection. Visual verification could not be determined due the restricted access and bio-security measures. Protocols and procedures in place prior to the inspection could not be confirmed and it cannot be assumed that the following was in place prior to this inspection:

- The employer has established a COVID-19 Safety Plan (a copy of the plan to be provided).
- Workers wear rubber boots, latex gloves, face shields, goggles, and half face respirators.
- The employer continues to follow their plan and amend from time to time as needed.
- The employer has a system of daily pre-screening of workers for COVID-19 symptoms - Temperature checks are taken and documented.
- Hand washing and hand sanitizing is also required and provided for on site.

- Sanitizing is conducted of worker contact areas.
- There is hot water for hand washing, showers and laundry facilities. The employer has a system in place to ensure contaminated clothing is not taken off site
- Workers have also been required to conduct self-evaluations at home prior to coming to work. If the employer is not satisfied that a worker has done a daily health check the employer indicated, they do not permit the worker to work at the workplace.
- They are taking steps to ensure physical distancing where possible, are using face masks when needed and disposable gloves.
- The employer is also ensured that COVID warning signage has been posted on site.
- Bird scare cannons to ward off wild birds from mink enclosures.
- The employer has limited contact with the mink to only essential workers.
- Cloth coveralls are being provided and used.
- Limiting site visitors.
- The employer is working on their decontamination process
 - By next week only essential workers for the care of mink on site. All other workers will be off over the holiday break. Reducing the number of workers on site.

These are just a few steps the employer has taken to ensure the safety of their workers. The employer is encouraged to follow their safety plan and ensure that their workers have been made aware of the safety plan and its contents.

Mask requirements:

As of November 20, 2020, employers are expected to enforce the mandatory mask policy with both employees and customers. A customer can be refused entry or service if they do not wear a mask

Masks at workplaces - Masks are required in all workplaces for shared work areas and areas where physical distancing cannot be maintained. This includes:

- Lunchrooms
- Break rooms
- Offices
- Mixing and grinding areas (feed processing)

COVID-19 is an infectious disease that spreads primarily through contact with an infected person when they cough or sneeze or when a person touches a surface or object that has the virus on it and then touches their eyes, nose or mouth. Symptoms include fever, chills, new or worsening cough, shortness of breath, sore throat, and muscle aches or headache, and may take up to 14 days to appear after exposure to COVID-19.

Employers are required by section 21(2)(c) of the Workers Compensation Act to establish occupational health and safety policies and programs in accordance with the Occupational Health and Safety Regulation (OHSR). The Provincial Health Officer (PHO) has directed that, in accordance with this requirement, employers must have a COVID-19 Safety Plan to assess the risk of exposure at their workplace and implement measures to keep workers safe. If a formal plan is not already in place prior to operation, an employer is expected to develop it while protecting the safety of workers.

In accordance with PHO order:

- This Safety Plan must be posted on the employer's website, if one exists, and at the employer's workplace.
- The employer is to provide a copy of the plan to a WorkSafeBC officer on request.

It is to be noted that:

- Workers in B.C. have the right to refuse unsafe work if they believe it presents an undue hazard. WorkSafeBC Guideline - G3.12 "Refusal of unsafe work" provides information about work refusals, including a flowchart illustrating the right to refuse process. Employers must immediately investigate reports of unsafe work and ensure that any necessary corrective action is taken without delay.
- Mental health is just as important as physical health and it is important to take measures to support mental well-being. Workers

in the workplace may also be affected by the anxiety and uncertainty created by the COVID-19 situation. See Available Resources.

Available COVID-19 Resources:

WorkSafeBC:

- COVID-19 information and resources: <https://www.worksafebc.com/en/about-us/covid-19-updates>
- Preventing exposure to COVID-19 in the workplace A guide for employers:
<https://www.worksafebc.com/en/resources/about-us/guides/preventing-exposure-to-covid-19-in-the-workplace?lang=en>
- Guide to reducing the risk of COVID-19:
<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>
- COVID-19 Safety Plan template:
<https://www.worksafebc.com/en/resources/health-safety/checklist/covid-19-safety-plan?lang=en>

Government of BC:

- BC's Restart Plan:
<https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support/bc-restart-plan>
- COVID-19 Orders, Notices & Guidance:
<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus>
- Managing COVID-19 Stress, Anxiety & Depression:
<https://www2.gov.bc.ca/gov/content/health/managing-your-health/mental-health-substance-use/managing-covid-stress>

Other:

- BC Centre for Disease Control: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
- HealthLink BC: <https://www.healthlinkbc.ca/>
- Canadian Mental Health Association Stay Well in Uncertain Times: <https://cmha.bc.ca/covid-19/>

AgSafe

The employer is encouraged to contact the AgSafe for assistance.

AgSafe Office

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079
Email: contact@agsafebc.ca

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2046
Fax 604 556-2077



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

INSPECTION REPORT
Worker and Employer Services Division
202016652226A

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>WCA21(1)(a)</p> <p>Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.</p>	Reference for Employer
<p>WCA21(2)(c)</p> <p>An employer must establish occupational health and safety policies and programs in accordance with the regulations.</p>	Reference for Employer
<p>WCA31</p> <p>An employer must establish and maintain a joint health and safety committee:</p> <p>(a) in each workplace where 20 or more workers of the employer are regularly employed, and</p> <p>(b) in any other workplace for which a joint committee is required by order.</p> <p>Pursuant to section 44 of Workers Compensation Act, the employer must post any order written under Division 5 of the OHS Provisions and keep it posted for 12 months.</p>	Reference for Employer
<p>OHS3.1(1)(a)</p> <p>An occupational health and safety program as outlined in section 3.3 must be initiated and maintained</p> <p>(a) by each employer that has</p> <p>(i) a workforce of 20 or more workers, and</p> <p>(ii) at least one workplace that is determined under section 3.16 (2) (b) to create a moderate or high risk of injury.</p>	Reference for Employer
<p>OHS3.1(1)(b)</p> <p>An occupational health and safety program as outlined in section 3.3 must be initiated and maintained</p> <p>(b) by each employer that has a workforce of 50 or more workers.</p>	Reference for Employer

Reference	Details Discussed
<p>OHS3.2</p> <p>In any operation where the workforce is less than that referred to in section 3.1 (1) the employer must:</p> <ul style="list-style-type: none"> (a) initiate and maintain a less formal program based on regular monthly meetings with workers for discussion of health and safety matters, (b) ensure that meetings are directed to matters concerning the correction of unsafe conditions and practices and the maintenance of cooperative interest in the health and safety of the workforce, and (c) maintain a record of the meetings and the matters discussed. 	Reference for Employer
<p>OHS3.3</p> <p>The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:</p> <ul style="list-style-type: none"> (a) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers, (b) provision for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found, (c) appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation, (d) provision for holding periodic management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action, (e) provision for the prompt investigation of incidents to determine the action necessary to prevent their recurrence, (f) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and (g) provision by the employer for the instruction and supervision of workers in the safe performance of their work. 	Reference for Employer
<p>OHS3.5</p> <p>Every employer must ensure that regular inspections are made of all workplaces, including buildings, structures, grounds, excavations, tools, equipment, machinery and work methods and practices, at intervals that will prevent the development of unsafe working conditions.</p>	Reference for Employer

Reference	Details Discussed
OHS3.9 Unsafe or harmful conditions found in the course of an inspection must be remedied without delay.	Reference for Employer
OHS3.12(1) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.	Reference for Employer
OHS3.12(2) A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.	Reference for Employer
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer
OHS3.23(1) An employer must ensure that before a young or new worker begins work in a workplace, the young or new worker is given health and safety orientation and training specific to that young or new worker's workplace.	Reference for Employer

Reference	Details Discussed
<p>OHS5.2</p> <hr/> <p>If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that</p> <ul style="list-style-type: none"> (a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means, (b) the information required by paragraph (a) is clearly communicated to the worker, (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and (d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures. 	<p>Reference for Employer</p>

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

Employer #	Mailing Address	Classification Unit #	Operating Location
449233	s. 22 LANGLEY BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		20	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Joseph Williams	Joseph Williams	s.22	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 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.

WILLIAMS FUR FARM LTD

s. 22

LANGLEY BC s. 22

6951 Westminster Highway, Richmond, BC
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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 #202016652227A

Employer Name	Jobsite Inspected	Scope of Inspection
WILLIAMS FUR FARM LTD	s. 22 Aldergrove BC s. 22	Partial Inspection Related to COVID-19 Safety Plan & Protocols

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 11, 2020	Dec 11, 2020	Dec 16, 2020	Mailed

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

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

INSPECTION NOTES

This inspection was initiated as part of WorkSafeBC's COVID-19 Inspection Initiative. The purpose of this inspection is to review this employer's response to the current COVID-19 pandemic in relation to worker health and safety at this workplace.

On December 11, 2020, an inspection was conducted by Officers Brian Wiens and Gordon Craigie outside the employer's bio-security gate at the side of the road to the entrance of this property located at s. 22 [REDACTED], Langley. Physical distancing and mask wearing were in place at the time of this inspection. The purpose of this inspection was to discuss the requirements for the employer to follow their written COVID-19 Safety Plan and ensure their workers are aware of the plan and its contents and the plan is posted at the work site. At the time of the inspection the employer was following their COVID-19 protocols and procedures as stated by the employer and worker representatives on site. A further roadside stop was conducted by Officer Brian Wiens at the s. 22 [REDACTED], Langley, location (second work site) after the site visit to s. 22 [REDACTED], Langley. The purpose of this stop was to observe any work activity. No work activity observed. No access was made to the work site during this routine stop.

Additionally, we discussed the new Provincial Health Order pertaining to Workplace Safety issued - November 11, 2020. The new order states:

1. Employers must review their COVID-19 Safety Plans to ensure that they adequately protect workers from the transmission of COVID-19 in the workplace and are consistent with WorkSafeBC requirements.
2. An employer of a worker who is working in a workplace other than the worker's private residence must ensure that the worker has done a daily health check for the symptoms of COVID-19.
3. If an employer is not satisfied that a worker has done a daily health check the employer must not permit the worker to work at the workplace.
4. Employers should encourage workers to work from their private residence if feasible, unless there is a preference on the part of the employer or the worker for the worker to work at the workplace.
5. Employers must ensure that their COVID-19 Safety Plan includes measures to prevent workers from crowding together or congregating in higher risk spaces, including offices, processing areas, lunchrooms, changing areas, bathrooms and break rooms.

A review was conducted with the employer relating to operational requirements for COVID-19 risk mitigation but not limited to:

- Personal Protective Equipment for COVID-19
- Hygiene Facilities and requirements
- Decontamination procedures and where decontamination takes place
- Laundering Processes and provisions for clean clothing
- Break rooms, lunchrooms, barns and offices (occupancy requirements and social distancing)

The purpose of this inspection is to determine the steps the employer has taken to ensure the safety of their workers relating to COVID-19.

Inspection Discussions:

The items listed below were stated by the employer to be in place at the time of this inspection. Visual verification could not be determined due the restricted access and bio-security measures. Protocols and procedures in place prior to the inspection could not be confirmed and it cannot be assumed that the following was in place prior to this inspection:

- The employer has established a COVID-19 Safety Plan (a copy of the plan to be provided).
- Workers wear rubber boots, latex gloves, face shields, goggles, and half face respirators.
- The employer continues to follow their plan and amend from time to time as needed.
- The employer has a system of daily pre-screening of workers for COVID-19 symptoms - Temperature checks are taken and

documented.

- Hand washing and hand sanitizing is also required and provided for on site.
- Sanitizing is conducted of worker contact areas.
- There is hot water for hand washing, showers and laundry facilities. The employer has a system in place to ensure contaminated clothing is not taken off site
- Workers have also been required to conduct self-evaluations at home prior to coming to work. If the employer is not satisfied that a worker has done a daily health check the employer indicated, they do not permit the worker to work at the workplace.
- They are taking steps to ensure physical distancing where possible, are using face masks when needed and disposable gloves.
- The employer is also ensured that COVID warning signage has been posted on site.
- Bird scare cannons to ward off wild birds from mink enclosures.
- The employer has limited contact with the mink to only essential workers.
- Cloth coveralls are being provided and used.
- Limiting site visitors.
- The employer is working on their decontamination process
 - By next week only essential workers for the care of mink on site. All other workers will be off over the holiday break. Reducing the number of workers on site.

These are just a few steps the employer has taken to ensure the safety of their workers. The employer is encouraged to follow their safety plan and ensure that their workers have been made aware of the safety plan and its contents.

Mask requirements:

As of November 20, 2020, employers are expected to enforce the mandatory mask policy with both employees and customers. A customer can be refused entry or service if they do not wear a mask

Masks at workplaces - Masks are required in all workplaces for shared work areas and areas where physical distancing cannot be maintained. This includes:

- Lunchrooms
- Break rooms
- Offices
- Mixing and grinding areas (feed processing)

COVID-19 is an infectious disease that spreads primarily through contact with an infected person when they cough or sneeze or when a person touches a surface or object that has the virus on it and then touches their eyes, nose or mouth. Symptoms include fever, chills, new or worsening cough, shortness of breath, sore throat, and muscle aches or headache, and may take up to 14 days to appear after exposure to COVID-19.

Employers are required by section 21(2)(c) of the Workers Compensation Act to establish occupational health and safety policies and programs in accordance with the Occupational Health and Safety Regulation (OHSR). The Provincial Health Officer (PHO) has directed that, in accordance with this requirement, employers must have a COVID-19 Safety Plan to assess the risk of exposure at their workplace and implement measures to keep workers safe. If a formal plan is not already in place prior to operation, an employer is expected to develop it while protecting the safety of workers.

In accordance with PHO order:

- This Safety Plan must be posted on the employer's website, if one exists, and at the employer's workplace.
- The employer is to provide a copy of the plan to a WorkSafeBC officer on request.

It is to be noted that:

- Workers in B.C. have the right to refuse unsafe work if they believe it presents an undue hazard. WorkSafeBC Guideline - G3.12 "Refusal of unsafe work" provides information about work refusals, including a flowchart illustrating the right to refuse process. Employers must immediately investigate reports of unsafe work and ensure that any necessary corrective action is taken without delay.

- Mental health is just as important as physical health and it is important to take measures to support mental well-being. Workers in the workplace may also be affected by the anxiety and uncertainty created by the COVID-19 situation. See Available Resources.

Available COVID-19 Resources:

WorkSafeBC:

- COVID-19 information and resources: <https://www.worksafebc.com/en/about-us/covid-19-updates>
- Preventing exposure to COVID-19 in the workplace A guide for employers:
<https://www.worksafebc.com/en/resources/about-us/guides/preventing-exposure-to-covid-19-in-the-workplace?lang=en>
- Guide to reducing the risk of COVID-19:
<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>
- COVID-19 Safety Plan template:
<https://www.worksafebc.com/en/resources/health-safety/checklist/covid-19-safety-plan?lang=en>

Government of BC:

- BC's Restart Plan:
<https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support/bc-restart-plan>
- COVID-19 Orders, Notices & Guidance:
<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus>
- Managing COVID-19 Stress, Anxiety & Depression:
<https://www2.gov.bc.ca/gov/content/health/managing-your-health/mental-health-substance-use/managing-covid-stress>

Other:

- BC Centre for Disease Control: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
- HealthLink BC: <https://www.healthlinkbc.ca/>
- Canadian Mental Health Association Stay Well in Uncertain Times: <https://cmha.bc.ca/covid-19/>

AgSafe

The employer is encouraged to contact the AgSafe for assistance.

AgSafe Office

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Email: contact@agsafebc.ca

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2046
Fax 604 556-2077



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INSPECTION REPORT
Worker and Employer Services Division
202016652227A

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
WCA21(1)(a) Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.	Reference for Employer
WCA21(2)(c) An employer must establish occupational health and safety policies and programs in accordance with the regulations.	Reference for Employer
WCA31 An employer must establish and maintain a joint health and safety committee: (a) in each workplace where 20 or more workers of the employer are regularly employed, and (b) in any other workplace for which a joint committee is required by order. Pursuant to section 44 of Workers Compensation Act, the employer must post any order written under Division 5 of the OHS Provisions and keep it posted for 12 months.	Reference for Employer
OHS3.1(1)(a) An occupational health and safety program as outlined in section 3.3 must be initiated and maintained (a) by each employer that has (i) a workforce of 20 or more workers, and (ii) at least one workplace that is determined under section 3.16 (2) (b) to create a moderate or high risk of injury.	Reference for Employer
OHS3.1(1)(b) An occupational health and safety program as outlined in section 3.3 must be initiated and maintained (b) by each employer that has a workforce of 50 or more workers.	Reference for Employer

Reference	Details Discussed
<p>OHS3.2</p> <p>In any operation where the workforce is less than that referred to in section 3.1 (1) the employer must:</p> <ul style="list-style-type: none"> (a) initiate and maintain a less formal program based on regular monthly meetings with workers for discussion of health and safety matters, (b) ensure that meetings are directed to matters concerning the correction of unsafe conditions and practices and the maintenance of cooperative interest in the health and safety of the workforce, and (c) maintain a record of the meetings and the matters discussed. 	Reference for Employer
<p>OHS3.3</p> <p>The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:</p> <ul style="list-style-type: none"> (a) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers, (b) provision for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found, (c) appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation, (d) provision for holding periodic management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action, (e) provision for the prompt investigation of incidents to determine the action necessary to prevent their recurrence, (f) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and (g) provision by the employer for the instruction and supervision of workers in the safe performance of their work. 	Reference for Employer
<p>OHS3.5</p> <p>Every employer must ensure that regular inspections are made of all workplaces, including buildings, structures, grounds, excavations, tools, equipment, machinery and work methods and practices, at intervals that will prevent the development of unsafe working conditions.</p>	Reference for Employer

Reference	Details Discussed
OHS3.9 Unsafe or harmful conditions found in the course of an inspection must be remedied without delay.	Reference for Employer
OHS3.12(1) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.	Reference for Employer
OHS3.12(2) A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.	Reference for Employer
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer
OHS3.23(1) An employer must ensure that before a young or new worker begins work in a workplace, the young or new worker is given health and safety orientation and training specific to that young or new worker's workplace.	Reference for Employer

Reference	Details Discussed
<p>OHS5.2</p> <p>If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that</p> <ul style="list-style-type: none">(a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means,(b) the information required by paragraph (a) is clearly communicated to the worker,(c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and(d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.	Reference for Employer

Employer #	Mailing Address	Classification Unit #	Operating Location
449233	s. 22 LANGLEY BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		20	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Matthew Williams	Matthew Williams	s. 22	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 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.

WILLIAMS FUR FARM LTD

s. 22

LANGLEY BC s. 22

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 #202016652228A

Employer Name	Jobsite Inspected	Scope of Inspection
DOGWOOD FUR FARMS LTD.	s. 22 Langley BC s. 22	Partial Inspection Related to COVID-19 Safety Plan

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 14, 2020	Dec 14, 2020	Dec 16, 2020	Mailed

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

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

INSPECTION NOTES

This inspection was initiated as part of WorkSafeBC's COVID-19 Inspection Initiative. The purpose of this inspection is to review this employer's response to the current COVID-19 pandemic in relation to worker health and safety at this workplace.

On December 14, 2020, an inspection was conducted by Officers Brian Wiens and Cliff Fournier outside the employer's bio-security gate at the side of the road to the entrance of this property. Physical distancing and mask wearing were in place at the time of this inspection. The purpose of this inspection was to discuss the requirements for the employer to follow their written COVID-19 Safety Plan and ensure their workers are aware of the plan and its contents and the plan is posted at the work site. At the time of the inspection the employer was following their COVID-19 protocols and procedures as stated by the employer and worker representatives on site.

Additionally, we discussed the new Provincial Health Order pertaining to Workplace Safety issued - November 11, 2020. The new order states:

1. Employers must review their COVID-19 Safety Plans to ensure that they adequately protect workers from the transmission of COVID-19 in the workplace and are consistent with WorkSafeBC requirements.
2. An employer of a worker who is working in a workplace other than the worker's private residence must ensure that the worker has done a daily health check for the symptoms of COVID-19.
3. If an employer is not satisfied that a worker has done a daily health check the employer must not permit the worker to work at the workplace.
4. Employers should encourage workers to work from their private residence if feasible, unless there is a preference on the part of the employer or the worker for the worker to work at the workplace.
5. Employers must ensure that their COVID-19 Safety Plan includes measures to prevent workers from crowding together or congregating in higher risk spaces, including offices, processing areas, lunchrooms, changing areas, bathrooms and break rooms.

A review was conducted with the employer relating to operational requirements for COVID-19 risk mitigation but not limited to:

- Personal Protective Equipment for COVID-19
- Hygiene Facilities and requirements
- Decontamination procedures and where decontamination takes place
- Laundering Processes and provisions for clean clothing
- Break rooms, lunchrooms, barns and offices (occupancy requirements and social distancing)

The purpose of this inspection is to determine the steps the employer has taken to ensure the safety of their workers relating to COVID-19.

Inspection Discussions:

The items listed below were stated by the employer to be in place at the time of this inspection. Visual verification could not be determined due the restricted access and bio-security measures. Protocols and procedures in place prior to the inspection could not be confirmed and it cannot be assumed that the following was in place prior to this inspection:

- The employer has established a COVID-19 Safety Plan (a copy of the plan to be provided).
- Workers wear rubber boots, latex gloves, face shields, N95 masks and full face respirators (fit testing required on N95 and full face respirators).
- The employer continues to follow their plan and amend from time to time as needed.
- The employer has a system of daily pre-screening of workers for COVID-19 symptoms - Temperature checks are taken and documented.

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- Hand washing and hand sanitizing is also required and provided for on site.
- Sanitizing is conducted of worker contact areas.
- There is hot water for hand washing. Laundry facilities are being established. The employer has a system in place to ensure contaminated clothing is taken care of. Workers have clean clothes in lockers to change into.
- Leather gloves are used for working with mink.
- The employer is conducting on site safety meetings with workers.
- Workers have also been required to conduct self-evaluations at home prior to coming to work. If the employer is not satisfied that a worker has done a daily health check the employer indicated, they do not permit the worker to work at the workplace.
- They are taking steps to ensure physical distancing where possible, are using face masks when needed and disposable gloves.
- The employer is also ensured that COVID warning signage has been posted on site.
- The employer has limited contact with the mink to only essential workers.
- Staggering breaks.
- Limiting site visitors. Occupancy limits posted.
- The employer is working on their decontamination process
- By the end of the week pelting activities will be completed.

These are just a few steps the employer has taken to ensure the safety of their workers. The employer is encouraged to follow their safety plan and ensure that their workers have been made aware of the safety plan and its contents.

Mask requirements:

As of November 20, 2020, employers are expected to enforce the mandatory mask policy with both employees and customers. A customer can be refused entry or service if they do not wear a mask.

Masks at workplaces - Masks are required in all workplaces for shared work areas and areas where physical distancing cannot be maintained. This includes:

- Lunchrooms
- Break rooms
- Offices
- Mixing and grinding areas (feed processing)

COVID-19 is an infectious disease that spreads primarily through contact with an infected person when they cough or sneeze or when a person touches a surface or object that has the virus on it and then touches their eyes, nose or mouth. Symptoms include fever, chills, new or worsening cough, shortness of breath, sore throat, and muscle aches or headache, and may take up to 14 days to appear after exposure to COVID-19.

Employers are required by section 21(2)(c) of the Workers Compensation Act to establish occupational health and safety policies and programs in accordance with the Occupational Health and Safety Regulation (OHSR). The Provincial Health Officer (PHO) has directed that, in accordance with this requirement, employers must have a COVID-19 Safety Plan to assess the risk of exposure at their workplace and implement measures to keep workers safe. If a formal plan is not already in place prior to operation, an employer is expected to develop it while protecting the safety of workers.

In accordance with PHO order:

- This Safety Plan must be posted on the employer's website, if one exists, and at the employer's workplace.
- The employer is to provide a copy of the plan to a WorkSafeBC officer on request.

It is to be noted that:

- Workers in B.C. have the right to refuse unsafe work if they believe it presents an undue hazard. WorkSafeBC Guideline - G3.12 "Refusal of unsafe work" provides information about work refusals, including a flowchart illustrating the right to refuse process. Employers must immediately investigate reports of unsafe work and ensure that any necessary corrective action is taken without delay.

• Mental health is just as important as physical health and it is important to take measures to support mental well-being. Workers in the workplace may also be affected by the anxiety and uncertainty created by the COVID-19 situation. See Available Resources.

Available COVID-19 Resources:

WorkSafeBC:

- COVID-19 information and resources: <https://www.worksafebc.com/en/about-us/covid-19-updates>
- Preventing exposure to COVID-19 in the workplace A guide for employers:
<https://www.worksafebc.com/en/resources/about-us/guides/preventing-exposure-to-covid-19-in-the-workplace?lang=en>
- Guide to reducing the risk of COVID-19:
<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>
- COVID-19 Safety Plan template:
<https://www.worksafebc.com/en/resources/health-safety/checklist/covid-19-safety-plan?lang=en>

Government of BC:

- BC's Restart Plan:
<https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support/bc-restart-plan>
- COVID-19 Orders, Notices & Guidance:
<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus>
- Managing COVID-19 Stress, Anxiety & Depression:
<https://www2.gov.bc.ca/gov/content/health/managing-your-health/mental-health-substance-use/managing-covid-stress>

Other:

- BC Centre for Disease Control: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
- HealthLink BC: <https://www.healthlinkbc.ca/>
- Canadian Mental Health Association Stay Well in Uncertain Times: <https://cmha.bc.ca/covid-19/>

AgSafe

The employer is encouraged to contact the AgSafe for assistance.

AgSafe Office

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079
Email: contact@agsafebc.ca

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2046
Fax 604 556-2077



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Mailing Address: PO Box 5350 Stn Terminal, Vancouver BC, V6B 5L5
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INSPECTION REPORT
Worker and Employer Services Division
202016652228A

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>WCA21(1)(a)</p> <p>Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.</p>	Reference for Employer
<p>WCA21(2)(c)</p> <p>An employer must establish occupational health and safety policies and programs in accordance with the regulations.</p>	Reference for Employer
<p>WCA31</p> <p>An employer must establish and maintain a joint health and safety committee:</p> <p>(a) in each workplace where 20 or more workers of the employer are regularly employed, and</p> <p>(b) in any other workplace for which a joint committee is required by order.</p> <p>Pursuant to section 44 of Workers Compensation Act, the employer must post any order written under Division 5 of the OHS Provisions and keep it posted for 12 months.</p>	Reference for Employer
<p>OHS3.1(1)(a)</p> <p>An occupational health and safety program as outlined in section 3.3 must be initiated and maintained</p> <p>(a) by each employer that has</p> <p>(i) a workforce of 20 or more workers, and</p> <p>(ii) at least one workplace that is determined under section 3.16 (2) (b) to create a moderate or high risk of injury.</p>	Reference for Employer
<p>OHS3.1(1)(b)</p> <p>An occupational health and safety program as outlined in section 3.3 must be initiated and maintained</p> <p>(b) by each employer that has a workforce of 50 or more workers.</p>	Reference for Employer

Reference	Details Discussed
<p>OHS3.2</p> <p>In any operation where the workforce is less than that referred to in section 3.1 (1) the employer must:</p> <ul style="list-style-type: none"> (a) initiate and maintain a less formal program based on regular monthly meetings with workers for discussion of health and safety matters, (b) ensure that meetings are directed to matters concerning the correction of unsafe conditions and practices and the maintenance of cooperative interest in the health and safety of the workforce, and (c) maintain a record of the meetings and the matters discussed. 	Reference for Employer
<p>OHS3.3</p> <p>The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:</p> <ul style="list-style-type: none"> (a) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers, (b) provision for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found, (c) appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation, (d) provision for holding periodic management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action, (e) provision for the prompt investigation of incidents to determine the action necessary to prevent their recurrence, (f) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and (g) provision by the employer for the instruction and supervision of workers in the safe performance of their work. 	Reference for Employer
<p>OHS3.5</p> <p>Every employer must ensure that regular inspections are made of all workplaces, including buildings, structures, grounds, excavations, tools, equipment, machinery and work methods and practices, at intervals that will prevent the development of unsafe working conditions.</p>	Reference for Employer

Reference	Details Discussed
OHS3.9 Unsafe or harmful conditions found in the course of an inspection must be remedied without delay.	Reference for Employer
OHS3.12(1) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.	Reference for Employer
OHS3.12(2) A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.	Reference for Employer
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer
OHS3.23(1) An employer must ensure that before a young or new worker begins work in a workplace, the young or new worker is given health and safety orientation and training specific to that young or new worker's workplace.	Reference for Employer

Reference	Details Discussed
<p>OHS5.2</p> <p>If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that</p> <p>(a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means,</p> <p>(b) the information required by paragraph (a) is clearly communicated to the worker,</p> <p>(c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and</p> <p>(d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.</p>	<p>Reference for Employer</p>
<p>OHS8.40(1)</p> <p>A respirator which requires an effective seal with the face for proper functioning must not be issued to a worker unless a fit test demonstrates that the facepiece forms an effective seal with the wearer's face.</p>	<p>Referenced to the employer.</p>
<p>OHS8.40(2)</p> <p>Fit tests must be performed in accordance with procedures in CSA Standard CAN/CSA-Z94.4-02, Selection, Use, and Care of Respirators.</p>	<p>Referenced to the employer.</p>
<p>OHS8.40(2.1)(a)</p> <p>A fit test must be carried out</p> <p>(a) before initial use of a respirator.</p>	<p>Referenced to the employer.</p>
<p>OHS8.40(2.1)(b)</p> <p>A fit test must be carried out</p> <p>(b) at least once a year.</p>	<p>Referenced to the employer.</p>

Reference	Details Discussed
OHS8.40(2.1)(c) A fit test must be carried out (c) whenever there is a change in respirator facepiece, including the brand, model, and size.	Referenced to the employer.
OHS8.40(2.1)(d) A fit test must be carried out (d) whenever changes to the user's physical condition could affect the respirator fit.	Referenced to the employer.
OHS8.39(2) A worker required to wear a respirator which requires an effective seal with the face for proper functioning must be clean shaven where the respirator seals with the face.	Referenced to the employer.
OHS8.41(1) Before each use of a respirator which requires an effective seal with the face for proper functioning, a worker must perform a positive or negative pressure user seal check in accordance with CSA Standard CAN/CSA Z94.4-02, Selection, Use, and Care of Respirators.	Referenced to the employer.

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Employer #	Mailing Address	Classification Unit #	Operating Location
200200024	s. 22 ALDERGROVE BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		25	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Jonathan Bernemann	Jonathan Bernemann	s. 22	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 hrs

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DOGWOOD FUR FARMS LTD.

s. 22

ALDERGROVE BC s. 22

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Inspection Report #202016652229A

Employer Name	Jobsite Inspected	Scope of Inspection
DOGWOOD FUR FARMS LTD.	s. 22 Langley BC s. 22	Partial Inspection Related to Respirator Fit Testing

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 18, 2020	Dec 18, 2020	Dec 24, 2020	Email

THERE ARE TWO (2) ORDERS OR OTHER ITEMS OUTSTANDING**ACTION REQUIRED****Summary of Orders or other Items**

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

Order/Item No.1 <input type="checkbox"/>	Status: Outstanding	Cited: OHS8.40(1)
Order/Item No.2 <input type="checkbox"/>	Status: Outstanding	Cited: OHS8.40(2.1)(b)

ORDER STATUS LEGEND

Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled – No Further Action Required

INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

This Health and Safety inspection was conducted on December 14, 2020, to determine the extent of compliance with the Workers Compensation Act and the Occupational Health and Safety Regulation. The following comments are noted with regard to: Scope of inspection, deficiencies and discussions at the workplace.

The employer and worker representatives were available on site to assist in an inspection with Officer Brian Wiens and Officer Cliff Fournier at s. 22 [REDACTED], Langley. The employer has approximately 25 workers on site at the time of the inspection.

The purpose of this inspection was to review the employers response to the COVID-19 Pandemic.

Issues discussed with the employer during this inspection and subsequent discussions, along with provided documented information has determined a deficiency with respirator use at this workplace regarding fit testing. That deficiency has resulted in corrective orders outlined and detailed on the following pages.

AgSafe

The employer is encouraged to contact the AgSafe for assistance.

AgSafe Office

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079
Email: contact@agsafebc.ca

For more information on Health and Safety issues please visit www.worksafefbc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2046
Fax 604 556-2077

ORDERS/ITEMS

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 <input type="checkbox"/>	Status: Outstanding	Cited: OHS8.40(1)
<p>A respirator (N95) which requires an effective seal with the face for proper functioning was issued to a worker without performing a fit test to demonstrate that the facepiece forms an effective seal with the wearer's face. During a site visit on December 14, 2020, a worker was observed wearing an N95 respirator that did not have a fit test completed and was not clean shaven.</p> <p>This is in contravention of the Occupational Health and Safety Regulation Section 8.40(1).</p> <p>A respirator which requires an effective seal with the face for proper functioning must not be issued to a worker unless a fit test demonstrates that the facepiece forms an effective seal with the wearer's face.</p> <p><u>Measures to Ensure Compliance:</u> The employer must ensure that workers required to wear a respirator, in this case an N95, have been fit tested for that respirator to ensure that the wear of the respirator has an effective seal. This would also apply to an half face respirators and full face respirators the employer may have on site.</p>		
Order/Item No.2 <input type="checkbox"/>	Status: Outstanding	Cited: OHS8.40(2.1)(b)
<p>Workers at this work site are required to wear respirators for certain tasks. An annual fit test has not been completed for the workers identified in a June 19, 2019, fit testing documentation. Those tests have pasted the next fit test date that should have been completed on June 19, 2020.</p> <p>This is in contravention of the Occupational Health and Safety Regulation Section 8.40(2.1)(b)</p> <p>A fit test must be carried out</p> <p>(b) at least once a year.</p> <p><u>Measures to Ensure Compliance:</u> The employer must without delay have the two workers with previous fit testing, conduct re-test to ensure that the respirators they are using still provide those workers with an effective seal. A copy of the fit test for each of the workers needs to be provided to Officer Brian Wiens once completed.</p>		

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
OHS8.41(1) Before each use of a respirator which requires an effective seal with the face for proper functioning, a worker must perform a positive or negative pressure user seal check in accordance with CSA Standard CAN/CSA Z94.4-02, Selection, Use, and Care of Respirators.	Reference for the employer
OHS8.39(2) A worker required to wear a respirator which requires an effective seal with the face for proper functioning must be clean shaven where the respirator seals with the face.	Reference for the employer

Employer #	Mailing Address	Classification Unit #	Operating Location
200200024	s. 22 ALDERGROVE BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		25	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Jonathan Bernemann	Jonathan Bernemann	s. 22	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
3.25 hrs	0 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.

DOGWOOD FUR FARMS LTD.

s. 22

ALDERGROVE BC s. 22

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 #202016652229B

Employer Name	Jobsite Inspected	Scope of Inspection
DOGWOOD FUR FARMS LTD.	s. 22 Langley BC s. 22	Partial Inspection Related to Respirator Fit Testing

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 18, 2020	Jan 11, 2021	Jan 12, 2021	Mailed

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 <input checked="" type="checkbox"/>	Status: Complied	Cited: OHS8.40(1)
Order/Item No.2 <input checked="" type="checkbox"/>	Status: Complied	Cited: OHS8.40(2.1)(b)

ORDER STATUS LEGEND

Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled – No Further Action Required

INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

This was a follow-up inspection to authenticate appropriate compliance with the orders noted.

The employer representative for this employer provided compliance information to Officer Brian Wiens on November 11, 2021, in relation to achieving compliance with previous orders noted in initiating inspection report 202016652229A. A site inspection will be conducted in the near future to follow up with the employer as it relates to the compliance provided information.

Refer to orders one and two of this inspection report for further information.

For more information on Health and Safety issues please visit www.worksafefbc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2064
Fax 604 556-2077

ORDERS/ITEMS

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 <input checked="" type="checkbox"/>	Status: Complied	Cited: OHS8.40(1)
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Progress towards compliance:

Jan 11, 2021 - Compliance Status January 11, 2021:

Compliance has been achieved. The employer has ensured that workers required to wear a respirator, have been fit tested for that respirator to ensure that the wear of the respirator has an effective seal at this work site.

This is in compliance with the Occupational Health and Safety Regulation Section 8.40(1)

Initiating order:

Dec 18, 2020 - A respirator (N95) which requires an effective seal with the face for proper functioning was issued to a worker without performing a fit test to demonstrate that the facepiece forms an effective seal with the wearer's face. During a site visit on December 14, 2020, a worker was observed wearing an N95 respirator that did not have a fit test completed and was not clean shaven.

This is in contravention of the Occupational Health and Safety Regulation Section 8.40(1).

A respirator which requires an effective seal with the face for proper functioning must not be issued to a worker unless a fit test demonstrates that the facepiece forms an effective seal with the wearer's face.

Measures to Ensure Compliance:

The employer must ensure that workers required to wear a respirator, in this case an N95, have been fit tested for that respirator to ensure that the wear of the respirator has an effective seal. This would also apply to an half face respirators and full face respirators the employer may have on site.

Order/Item No.2 <input checked="" type="checkbox"/>	Status: Complied	Cited: OHS8.40(2.1)(b)
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Progress towards compliance:

Jan 11, 2021 - Compliance Status January 11, 2021:

Compliance has been achieved. The employer has ensured that workers required to wear a respirator, have been fit tested for that respirator to ensure that the wear of the respirator has an effective seal at this work site.

This is in compliance with the Occupational Health and Safety Regulation Section 8.40(2.1)(b)

Orders/Items - Full Details**Initiating order:**

Dec 18, 2020 - Workers at this work site are required to wear respirators for certain tasks. An annual fit test has not been completed for the workers identified in a June 19, 2019, fit testing documentation. Those tests have pasted the next fit test date that should have been completed on June 19, 2020.

This is in contravention of the Occupational Health and Safety Regulation Section 8.40(2.1)(b)

A fit test must be carried out

(b) at least once a year.

Measures to Ensure Compliance:

The employer must without delay have the two workers with previous fit testing, conduct re-test to ensure that the respirators they are using still provide those workers with an effective seal. A copy of the fit test for each of the workers needs to be provided to Officer Brian Wiens once completed.

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 Telephone 604 276-3100 Toll Free 1-888-621-7233 Fax 604 276-3247

Employer #	Mailing Address	Classification Unit #	Operating Location
200200024	s. 22 ALDERGROVE BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		25	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Jonathan Bernemann	Jonathan Bernemann	s. 22	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
0.5 hrs	0 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.

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

DOGWOOD FUR FARMS LTD.

s. 22

ALDERGROVE BC s. 22

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 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 #202016652230A

Employer Name	Jobsite Inspected	Scope of Inspection
DOGWOOD FUR FARMS LTD.	s. 22 Langley BC s. 22	Partial Inspection Related to COVID-19 Provided Documentation

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 21, 2020	Dec 21, 2020	Dec 24, 2020	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 inspection was initiated as part of WorkSafeBC's COVID-19 Inspection Initiative. The purpose of this inspection is to review this employer's response to the current COVID-19 pandemic in relation to worker health and safety at this workplace.

On December 18, 2020, the employer provided documentation to Officers Brian Wiens regarding their COVID-19 protocols and procedures as requested in an email on December 16, 2020, as a result of an inspection conducted on December 14, 2020, at this employer's work site.

The employer has provided the following documentation received on December 18, 2020:

- COVID Work Safe Plan
- Dogwood Fur Farms Ltd COVID-19 Contingency Plan Protocol: Decontamination Procedure
- Dogwood Fur Farms Ltd COVID-19 Contingency Plan Protocol: Laundry
- Dogwood Fur Farms Ltd COVID-19 Contingency Plan Protocol: Hygiene - Hand washing and Hand Sanitizing
- Dogwood Fur Farms Ltd COVID-19 Contingency Plan Protocol: PPE Procedures
- Fit test record from June 2019

AgSafe

The employer is encouraged to contact the AgSafe for assistance.

AgSafe Office

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079
Email: contact@agsafebc.ca

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2046
Fax 604 556-2077

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
WCA21(1)(a) Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.	Reference for Employer
OHS4.85(1) Except as provided by subsection (2), the employer must ensure that a sufficient number of plumbed washroom facilities are readily available for workers.	Reference for Employer
OHS3.12(1) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.	Reference for Employer
OHS3.12(2) A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.	Reference for Employer
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer

Reference	Details Discussed
<p>OHS5.2</p> <hr/> <p>If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that</p> <ul style="list-style-type: none">(a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means,(b) the information required by paragraph (a) is clearly communicated to the worker,(c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and(d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.	Reference for Employer

Employer #	Mailing Address	Classification Unit #	Operating Location
200200024	s. 22 ALDERGROVE BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		25	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Jonathan Bernemann	Jonathan Bernemann	s. 22	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
1.75 hrs	0 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

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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.

DOGWOOD FUR FARMS LTD.

s. 22

ALDERGROVE BC s. 22

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 #202017825104A

Employer Name	Jobsite Inspected	Scope of Inspection
ENGBRETSON FUR FARM LTD	s. 22 Abbotsford BC s. 22	COVID-19 Discussion

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Jul 31, 2020	Jul 31, 2020	Jul 31, 2020	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 inspection was initiated as part of WorkSafeBC's COVID-19 Outreach Initiative during the COVID-19 pandemic. I spoke with an employer representative during this inspection by telephone. I reviewed compliance with the Workers Compensation Act (WCA) and the Occupational Health and Safety Regulation (OHSR). No orders have been issued as a result of this inspection.

OBSERVATIONS:

The following notes provide a summary of my observations and the discussions held with the employer representative.

- The employer has assessed the risk of exposure to COVID-19 in this workplace and implemented control measures.
- There have been regular discussions with workers regarding COVID-19 precautions.
- They have restricted access to the workplace.
- The workplace has ample handwashing supplies, such as hand sanitizer, sinks, soap and towels.
- Workers are normally spread out and able to maintain physical distancing of more than 2 m apart.
- Workers do not usually have to share tools.
- The employer has implemented a regular cleaning regime for common touch points throughout the workplace, including shared tools.
- The employer has discussed staying home from work if workers become sick.

- We discussed recent news reports of COVID-19 outbreaks in Spain, the Netherlands and Denmark at mink farms.
- We discussed that currently, the precise way that the virus spreads from humans to mink, or from mink to humans, is unknown.

Action Items:

The employer is required to prepare a written COVID-19 Safety Plan. I have provided a template and guide for the employer's use.

- The employer must review their cleaning regime to ensure regular disinfection of common touch points in the workplace.

COVID-19 Background Information for Employers

COVID-19 is an infectious disease that spreads primarily through contact with an infected person when they cough or sneeze or when a person touches a surface or object that has the virus on it and then touches their eyes, nose or mouth. Common symptoms include fever, cough, sore throat, and sneezing and may take up to 14 days to appear after exposure to COVID-19.

The purpose of this inspection is to review this employer's response to the current COVID-19 pandemic in relation to worker health and safety at this workplace.

Measures for COVID-19 are in flux and as such guidance from public health officials may change on a daily if not hourly basis. Employers will need to readily adopt proactive risk management strategies to minimize the potential for contracting COVID-19 in the workplace.

Following the recommendations of the BC Provincial Health Officer, employers should consider the following when establishing policies and procedures to reduce the spread of COVID-19 in the workplace, and to ensure these are communicated and understood by their workers:

1. Plan work to allow for physical distancing (workers spaced at least 2 metres apart)

- If practicable, arrange the workplace to maintain appropriate distance between workers. Where there is not sufficient distance, physical barriers may be used, such as doors, cubicle walls or plexiglass screens/enclosures.
- Actively promote physical distancing.

- Where possible avoid non-essential face to face interactions. Use phones, video conferencing, or other technologies to reduce personal contact.

2. Provide sufficient soap and water or hand sanitizers and post the locations to encourage workers to wash their hands frequently.

- Actively promote handwashing and personal hygiene like coughing into your elbow and sneezing into a tissue and washing hands.
- OHSR 4.85 Washroom facilities outlines regulatory requirements.

3. WorkSafeBC is not requiring workers to wear masks when they cannot maintain physical distancing, but it is an option for employers to consider as part of their preventative measures for their workplace within the hierarchy of controls. If employers provide masks to workers, ensure that workers are informed of the following:

- the limitations of wearing cloth facial coverings and that it may not be safe for all workers, such as those with other respiratory issues. Non-medical masks do not protect the wearer from the virus since they are not meant to form a tight seal to the face, but can reduce the spread of his or her own respiratory droplets.
- that the masks need to be kept clean and dry (i.e., masks become less effective if wet/damp);
- the safe use of wearing any facial mask, such as cleaning and laundering, safe donning and doffing practices, and washing hands before and after putting it on;
- the importance of continuing with the good hygiene along with wearing a mask (e.g., handwashing, sneeze/cough etiquette, and not touching eyes, nose and mouth), and public health measures (e.g., physical distancing, staying at home as much as possible).

4. Enhance cleaning and disinfecting of the workplace, particularly high contact items such as handrails, doorknobs, shared tools or equipment and washroom facilities. It is not known how long the virus causing COVID-19 lives on surfaces, however there is some evidence that it can live on certain objects for a few hours to days.

- Provide necessary cleaning products and items to maintain a clean and safe workplace.
- Create cleaning protocols and procedures and increase frequency for cleaning activities.
- Ensure contaminated cleaning items are disposed of responsibly.

5. Workers who are displaying symptoms must go home and self-isolate. Note, returning travellers from anywhere outside of Canada (including the US) must follow current quarantine and public health law requirements upon returning to Canada.

- Communicate COVID-19 signs and symptoms to workers.
- Workers who test positive for COVID-19 are to self-isolate and follow current public health authority instructions.

It is to be noted that:

- Workers are to use personal protective equipment as required by the OHSR.
- Workers in B.C. have the right to refuse unsafe work if they believe it presents an undue hazard. WorkSafeBC Guideline - G3.12 "Refusal of unsafe work" provides information about work refusals, including a flowchart illustrating the right to refuse process. Employers must immediately investigate reports of unsafe work and ensure that any necessary corrective action is taken without delay
- Mental health is just as important as physical health and to take measures to support mental well-being. Workers in the workplace may also be affected by the anxiety and uncertainty created by the COVID-19 situation. See Available Resources.

Available COVID-19 Resources:

- WorkSafeBC: <https://www.worksafebc.com/en/about-us/covid-19-updates>
- BC Centre for Disease Control: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
- HealthLink BC: <https://www.healthlinkbc.ca/>
- Government of BC Managing COVID-19 Stress, Anxiety & Depression:
<https://www2.gov.bc.ca/gov/content/health/managing-your-health/mental-health-substance-use/managing-covid-stress>

Report By:



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

Gordon Craigie, RPF

Occupational Safety Officer, Prevention Field Services | 604.556-2071

WorkSafeBC

PO Box 5350 Stn Terminal, Vancouver, BC, V6B 5L5
gordon.craigie@worksafebc.com

Please feel free to contact me if you have any questions or concerns, or if I can provide any additional assistance. Further information, resources and regulations are available at www.worksafebc.com.

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
WCA21(1)(a) Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.	Reference for Employer
OHS4.85(1) Except as provided by subsection (2), the employer must ensure that a sufficient number of plumbed washroom facilities are readily available for workers.	Reference for Employer
OHS3.12(1) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.	Reference for Employer
OHS3.12(2) A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.	Reference for Employer
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer

Reference	Details Discussed
<p>OHS5.2</p> <hr/> <p>If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that</p> <ul style="list-style-type: none">(a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means,(b) the information required by paragraph (a) is clearly communicated to the worker,(c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and(d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.	Reference for Employer

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Employer #	Mailing Address	Classification Unit #	Operating Location
309165	s. 22 ABBOTSFORD BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		15	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Lyll Engebretson	Lyll Engebretson	Not Available	Not Applicable

WorkSafeBC Officer Conducting Inspection	Contact Details	
Gordon Craigie	Phone: (604) 556-2071	Email: Gordon.Craigie@worksafebc.com

Inspection Time*	Travel Time*
2 hrs	0 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.

ENGBRETSON FUR FARM LTD

s. 22

ABBOTSFORD BC s. 22

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 #202017825178A		
Employer Name	Jobsite Inspected	Scope of Inspection
ENGBRETSON FUR FARM LTD	s. 22 Abbotsford BC s. 22	COVID-19 Inspection

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 14, 2020	Dec 14, 2020	Dec 16, 2020	Email

THERE ARE TWO (2) ORDERS OR OTHER ITEMS OUTSTANDING

ACTION REQUIRED

Summary of Orders or other Items		
See "Orders/Items – Full Details" section of this Inspection Report for orders/items cited		
Order/Item No.1 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)
Order/Item No.2 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)

ORDER STATUS LEGEND	
Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled – No Further Action Required

INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

I attended this workplace as part of WorkSafeBC's COVID-19 Outreach Initiative during the COVID-19 pandemic. I spoke with employer and worker representatives during this inspection. I reviewed compliance with the Workers Compensation Act (WCA) and the Occupational Health and Safety Regulation (OHSR). Orders have been issued as a result of this inspection. Corrective action is required, review the ORDERS/ITEMS section of this report for details.

OBSERVATIONS:

The following notes provide a summary of my observations and the discussions held with employer and worker representatives.

- This employer operates a mink farm, at two sites, this one at s. 22 [REDACTED] and another one at s. 22 [REDACTED] in Abbotsford.
- They have seven workers at s. 22 [REDACTED] and 13 at s. 22 [REDACTED].
- Workers do not move from one site to the other, in order to reduce the risk of cross contamination.
- They were partially through their pelting process.
- Food production, feeding and animal care are an ongoing process at the farm.

- I conducted this inspection at the employer's front office on their property.
- I reviewed the employer's COVID-19 Safety Plan (C-19 Plan).
- The employer assessed the risks of COVID-19 at their workplace.
- Workers were involved in the assessment process and consulted in developing control measures.
- Regular discussions have been held with workers regarding their C-19 Plan.
- The employer has conducted regular reviews of their C-19 Plan, especially in response to the Provincial Health Officer's order to review their plans, and a recent COVID-19 outbreak at a mink farm in the Fraser Valley.

- The employer representative stated that they have not had any COVID-19 cases among their workforce.
- The employer has a sick policy, requiring workers to conduct health self-screening and to not come to work if they are ill.
- They have been conducting daily temperature checks and relying on worker self reporting of other symptoms, or COVID-19 risk factors.

- Workers who can work remotely have been allowed to work remotely and stay away from the workplace.
- They have restricted access to the workplace.
- The employer has reduced work to essential tasks.
- The employer has minimized the number of workers who come into close contact with live mink.

- The workplace has handwashing facilities and supplies, such as hand sanitizer, sinks, soap and towels.
- Washing facilities are available at the entrance to the barns.
- Sanitation facilities include boot / shoe sanitation.
- A shower is available for decontamination purposes.

- The employer has a cleaning program for cleaning shared tools and high touch surfaces.
- The employer does not have a consistent process for cleaning mobile equipment and other stationary equipment controls before and/or after workers use them. See Order No. 2.

- Workers wear separate work clothes on the farm, which remain at the farm and are laundered there.

- Workers wash and change into street clothes prior to leaving the farm.
- There is a changing area available to the workers.
- Lunchrooms, offices and other areas where workers may congregate have been managed to ensure that workers can maintain 2 metre physical distancing.

- Workers are normally spread out and able to maintain physical distancing of more than 2 m apart.
- Whenever workers work closer than 2 metres apart, or in the animal barns, they are required to wear masks.
- In response to the Provincial Health Officer's orders, the employer requires their workers to wear masks when they are indoors and any other workers are nearby.

The employer has the following personal protective equipment available for their workers:

- coveralls
- nitrile gloves
- work gloves
- eye protection
- face shields
- face masks
- N-95 masks

UPDATE - PROVINCIAL HEALTH OFFICER - Order effective November 7, 2020

1. Employers must review their COVID-19 Safety Plans to ensure that they adequately protect workers from the transmission of COVID-19 in the workplace and are consistent with WorkSafeBC requirements.
2. An employer of a worker who is working in a workplace other than the worker's private residence must ensure that the worker has done a daily health check for the symptoms of COVID-19.
3. If an employer is not satisfied that a worker has done a daily health check the employer must not permit the worker to work at the workplace.
4. Employers should encourage workers to work from their private residence if feasible, unless there is a preference on the part of the employer or the worker for the worker to work at the workplace.
5. Employers must ensure that their COVID-19 Safety Plan includes measures to prevent workers from crowding together or congregating in higher risk spaces, including elevators, lobbies, stairwells, corridors, bathrooms, break rooms and kitchens.

ORDER No. 1 - Further Compliance Expectations

These are health self-screening questions for COVID-19 symptoms and risk factors:

- Are you displaying any new or worsening symptoms of: fever or chills, cough, loss of sense of smell or taste, difficulty breathing, sore throat, loss of appetite, extreme fatigue or tiredness, headache, body aches, nausea or vomiting, diarrhea
- Have you travelled outside of Canada in the last 14 days?
- Have you been told to isolate by Public Health in the last 14 days?
- Have you been identified by Public Health as a close contact of someone with COVID-19 in the last 14 days?

AgSafe - Agricultural Industry Health and Safety Resources

The employer is encouraged to contact AgSafe for assistance with health and safety matters. Ag Safe can provide health and safety services to the BC Agriculture Industry, including:

- Health and safety programs for farm workplaces
- Training programs for employers, supervisors, and workers – on or off site
- Site evaluations
- Consultations and guidance
- Promotion activities, such as displays and information tables at agriculture-related events.
- Booklets, brochures, and other information materials

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079

Report By:

Gordon Craigie, RPF

Occupational Safety Officer, Prevention Field Services | 604.556-2071

WorkSafeBC

PO Box 5350 Stn Terminal, Vancouver, BC, V6B 5L5
gordon.craigie@worksafebc.com

Please feel free to contact me if you have any questions or concerns, or if I can provide any additional assistance. Further information, resources and regulations are available at www.worksafebc.com.

ORDERS/ITEMS

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 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)
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This employer has a policy that workers must stay away from work and report to the employer if they become sick. They have been taking worker temperatures at the start of each shift, and rely on workers to report if they are experiencing other COVID-19 symptoms, or have other risk factors. They do not require workers to confirm each day that they are not experiencing symptoms or have other risk factors.

This is in contravention of the Occupational Health and Safety Regulation Section 5.2(c).

If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent.

Measures to Ensure Compliance:

Without delay, the employer must conduct a health screening assessment for each worker, prior to each shift. Provide evidence of compliance to me, by no later than December 23, 2020. See INSPECTION NOTES for further compliance expectations.

Order/Item No.2 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)
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This employer does not have a regular process for sanitizing commonly used machinery and tools, such as forklifts, tractors and stationary equipment.

This is in contravention of the Occupational Health and Safety Regulation Section 5.2(c).

If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent.

Measures to Ensure Compliance:

Without delay, the employer must implement a process for workers to clean machine controls and commonly shared tools before and/or after using them. Provide evidence of compliance to me, by no later than December 23, 2020.

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

Employer #	Mailing Address	Classification Unit #	Operating Location
309165	s. 22 ABBOTSFORD BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		8	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Terry Engebretson	Terry Engebretson	s. 22	Not Applicable

WorkSafeBC Officer Conducting Inspection	Contact Details	
Gordon Craigie	Phone: (604) 556-2071	Email: Gordon.Craigie@worksafebc.com

Inspection Time*	Travel Time*
6.75 hrs	1.75 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.

ENGBRETSON FUR FARM LTD

s. 22

ABBOTSFORD BC s. 22

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 #202017825178B

Employer Name	Jobsite Inspected	Scope of Inspection
ENGBRETSON FUR FARM LTD	s. 22 Abbotsford BC s. 22	COVID-19 Inspection

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 14, 2020	Dec 30, 2020	Jan 04, 2021	Email

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 <input checked="" type="checkbox"/>	Status: Complied	Cited: OHS5.2(c)
Order/Item No.2 <input checked="" type="checkbox"/>	Status: Complied	Cited: OHS5.2(c)

ORDER STATUS LEGEND

Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled – No Further Action Required

INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

This was a follow-up inspection to authenticate appropriate compliance with the order(s) noted.

This employer has complied with the outstanding orders from the original inspection report. The employer provided assurances to WorkSafeBC that they have taken actions to comply with the orders in the original report.

Report By:

Gordon Craigie, RPF

Occupational Safety Officer, Prevention Field Services | 604.556-2071

WorkSafeBC

PO Box 5350 Stn Terminal, Vancouver, BC, V6B 5L5

gordon.craigie@worksafebc.com

Please feel free to contact me if you have any questions or concerns, or if I can provide any additional assistance. Further information, resources and regulations are available at www.worksafebc.com.

ORDERS/ITEMS

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 <input checked="" type="checkbox"/>	Status: Complied	Cited: OHS5.2(c)
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Progress towards compliance:

Dec 30, 2020 - The employer provided assurance that they have been ensuring that there workers are conducting self-screening for COVID-19.

Initiating order:

Dec 14, 2020 - This employer has a policy that workers must stay away from work and report to the employer if they become sick. They have been taking worker temperatures at the start of each shift, and rely on workers to report if they are experiencing other COVID-19 symptoms, or have other risk factors. They do not require workers to confirm each day that they are not experiencing symptoms or have other risk factors.

This is in contravention of the Occupational Health and Safety Regulation Section 5.2(c).

If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent.

Measures to Ensure Compliance:

Without delay, the employer must conduct a health screening assessment for each worker, prior to each shift. Provide evidence of compliance to me, by no later than December 23, 2020. See INSPECTION NOTES for further compliance expectations.

Order/Item No.2 <input checked="" type="checkbox"/>	Status: Complied	Cited: OHS5.2(c)
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Progress towards compliance:

Dec 30, 2020 - The employer provided assurance that they implemented a regular process for sanitizing commonly used machinery and tools.

Initiating order:

Dec 14, 2020 - This employer does not have a regular process for sanitizing commonly used machinery and tools, such as forklifts, tractors and stationary equipment.

This is in contravention of the Occupational Health and Safety Regulation Section 5.2(c).

If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent.

Measures to Ensure Compliance:

Without delay, the employer must implement a process for workers to clean machine controls and commonly shared tools before and/or after using them. Provide evidence of compliance to me, by no later than December 23, 2020.



FOLLOW UP INSPECTION REPORT #1
Worker and Employer Services Division
202017825178B

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

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

Employer #	Mailing Address	Classification Unit #	Operating Location
309165	s. 22 ABBOTSFORD BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		8	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Terry Engebretson	Terry Engebretson	s. 22	Not Applicable

WorkSafeBC Officer Conducting Inspection	Contact Details	
Gordon Craigie	Phone: (604) 556-2071	Email: Gordon.Craigie@worksafebc.com

Inspection Time*	Travel Time*
1.25 hrs	0 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.

ENGBRETSON FUR FARM LTD

s. 22

ABBOTSFORD BC s. 22

6951 Westminster Highway, Richmond, BC
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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 #202017825179A

Employer Name	Jobsite Inspected	Scope of Inspection
DARGATZ MINK RANCH LTD	s. 22 Chilliwack BC s. 22	COVID-19 Remote Inspection

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 16, 2020	Dec 16, 2020	Dec 16, 2020	Email

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

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

INSPECTION NOTES

I inspected this workplace remotely as part of WorkSafeBC's COVID-19 Outreach Initiative during the COVID-19 pandemic. I spoke with employer and worker representatives during this inspection by phone. I reviewed compliance with the Workers Compensation Act (WCA) and the Occupational Health and Safety Regulation (OHSR). No orders have been issued as a result of this inspection.

OBSERVATIONS:

The following notes provide a summary of my observations and the discussions held with employer and worker representatives.

- This employer operates a mink farm.
- They have completed their pelting process.
- Food production, feeding and animal care are an ongoing process at the farm.

- I reviewed the employer's COVID-19 Safety Plan.
- The employer assessed the risks of COVID-19 at their workplace.
- Workers were involved in the assessment process and consulted in developing control measures.
- Regular discussions have been held with workers regarding their Plan.
- The employer has conducted regular reviews of their Plan, especially in response to the Provincial Health Officer's order to review their plans, and a recent COVID-19 outbreak at a mink farm in the Fraser Valley.

- The employer representative stated that they have not had any COVID-19 cases among their workforce.
- The employer has a sick policy, requiring workers to conduct health self-screening and to not come to work if they are ill.
- They have been conducting daily temperature checks and worker self reporting of other symptoms, or other COVID-19 risk factors.

- Workers who can work remotely have been allowed to work remotely and stay away from the workplace.
- They have restricted access to the workplace.
- The employer has reduced work to essential tasks.
- The employer has minimized the number of workers who come into close contact with live mink.

- The workplace has handwashing facilities and supplies, such as hand sanitizer, sinks, soap and towels.
- Washing facilities are available at the entrance to the barns.
- Sanitation facilities include boot / shoe sanitation.
- A shower is available for decontamination purposes.

- The employer has a cleaning program for cleaning shared tools and high touch surfaces.
- The employer provides cleaning supplies for cleaning mobile equipment and other stationary equipment controls before and/or after workers use them.

- Workers wear separate work coveralls on the farm, which are laundered by a contracted uniform laundry service.
- Workers wash and change into street clothes prior to leaving the farm.
- There is a changing area available to the workers.
- Lunchrooms, offices and other areas where workers may congregate have been managed to ensure that workers can maintain 2 metre physical distancing.

- Workers are normally spread out and able to maintain physical distancing of more than 2 m apart.
- Whenever workers work closer than 2 metres apart, or in the animal barns, they are required to wear masks.
- In response to the Provincial Health Officer's orders, the employer requires their workers to wear masks when they are indoors and any other workers are nearby.

The employer has the following personal protective equipment available for their workers:

- coveralls
- nitrile gloves
- work gloves
- eye protection
- face shields
- face masks
- N-95 masks

UPDATE - PROVINCIAL HEALTH OFFICER - Order effective November 7, 2020

1. Employers must review their COVID-19 Safety Plans to ensure that they adequately protect workers from the transmission of COVID-19 in the workplace and are consistent with WorkSafeBC requirements.
2. An employer of a worker who is working in a workplace other than the worker's private residence must ensure that the worker has done a daily health check for the symptoms of COVID-19.
3. If an employer is not satisfied that a worker has done a daily health check the employer must not permit the worker to work at the workplace.
4. Employers should encourage workers to work from their private residence if feasible, unless there is a preference on the part of the employer or the worker for the worker to work at the workplace.
5. Employers must ensure that their COVID-19 Safety Plan includes measures to prevent workers from crowding together or congregating in higher risk spaces, including elevators, lobbies, stairwells, corridors, bathrooms, break rooms and kitchens.

COVID-19 Background Information for Employers

COVID-19 is an infectious disease that spreads primarily through contact with an infected person when they cough or sneeze or when a person touches a surface or object that has the virus on it and then touches their eyes, nose or mouth. Common symptoms include fever, cough, sore throat, and sneezing and may take up to 14 days to appear after exposure to COVID-19.

Measures for COVID-19 are in flux and as such guidance from public health officials may change on a daily if not hourly basis. Employers will need to readily adopt proactive risk management strategies to minimize the potential for contracting COVID-19 in the workplace.

Following the recommendations of the BC Provincial Health Officer, employers should consider the following when establishing policies and procedures to reduce the spread of COVID-19 in the workplace, and to ensure these are communicated and understood by their workers:

1. Plan work to allow for physical distancing (workers spaced at least 2 metres apart)

- If practicable, arrange the workplace to maintain appropriate distance between workers. Where there is not sufficient distance, physical barriers may be used, such as doors, cubicle walls or plexiglass screens/enclosures.
- Actively promote physical distancing.
- Where possible avoid non-essential face to face interactions. Use phones, video conferencing, or other technologies to reduce personal contact.

2. Provide sufficient soap and water or hand sanitizers and post the locations to encourage workers to wash their hands frequently.

- Actively promote handwashing and personal hygiene like coughing into your elbow and sneezing into a tissue and washing hands.

- OHSR 4.85 Washroom facilities outlines regulatory requirements.

3. With respect to mask use in the workplace, ensure that workers are informed of the following:

- the limitations of wearing cloth facial coverings and that it may not be safe for all workers, such as those with other respiratory issues. Non-medical masks do not protect the wearer from the virus since they are not meant to form a tight seal to the face, but can reduce the spread of his or her own respiratory droplets.
 - that the masks need to be kept clean and dry (i.e., masks become less effective if wet/damp);
 - the safe use of wearing any facial mask, such as cleaning and laundering, safe donning and doffing practices, and washing hands before and after putting it on;
 - the importance of continuing with the good hygiene along with wearing a mask (e.g., handwashing, sneeze/cough etiquette, and not touching eyes, nose and mouth), and public health measures (e.g., physical distancing, staying at home as much as possible).

4. Enhance cleaning and disinfecting of the workplace, particularly high contact items such as handrails, doorknobs, shared tools or equipment and washroom facilities. It is not known how long the virus causing COVID-19 lives on surfaces, however there is some evidence that it can live on certain objects for a few hours to days.

- Provide necessary cleaning products and items to maintain a clean and safe workplace.
- Create cleaning protocols and procedures and increase frequency for cleaning activities.
- Ensure contaminated cleaning items are disposed of responsibly.

5. Workers who are displaying symptoms must go home and self-isolate. Note, returning travellers from anywhere outside of Canada (including the US) must follow current quarantine and public health law requirements upon returning to Canada.

- Communicate COVID-19 signs and symptoms to workers.
- Workers who test positive for COVID-19 are to self-isolate and follow current public health authority instructions.

It is to be noted that:

- Workers are to use personal protective equipment as required by the OHSR.
- Workers in B.C. have the right to refuse unsafe work if they believe it presents an undue hazard. WorkSafeBC Guideline - G3.12 "Refusal of unsafe work" provides information about work refusals, including a flowchart illustrating the right to refuse process. Employers must immediately investigate reports of unsafe work and ensure that any necessary corrective action is taken without delay
 - Mental health is just as important as physical health and to take measures to support mental well-being. Workers in the workplace may also be affected by the anxiety and uncertainty created by the COVID-19 situation. See Available Resources.

Available COVID-19 Resources:

- WorkSafeBC: <https://www.worksafebc.com/en/about-us/covid-19-updates>
- BC Centre for Disease Control: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
- HealthLink BC: <https://www.healthlinkbc.ca/>
- Government of BC Managing COVID-19 Stress, Anxiety & Depression:
<https://www2.gov.bc.ca/gov/content/health/managing-your-health/mental-health-substance-use/managing-covid-stress>

AgSafe - Agricultural Industry Health and Safety Resources

The employer is encouraged to contact AgSafe for assistance with health and safety matters. Ag Safe can provide health and safety services to the BC Agriculture Industry, including:

- Health and safety programs for farm workplaces
- Training programs for employers, supervisors, and workers – on or off site
- Site evaluations
- Consultations and guidance
- Promotion activities, such as displays and information tables at agriculture-related events.
- Booklets, brochures, and other information materials

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

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079

ADDITIONAL RESOURCES PROVIDED:

I have provided the employer with the following additional resources:

- WorkSafeBC COVID-19 Safety Plan Template
- Worker Screening Questions - WorkSafeBC Poster - Keep Our Workplace Safe from COVID-19

Report By:

Gordon Craigie, RPF

Occupational Safety Officer, Prevention Field Services | 604.556-2071

WorkSafeBC

PO Box 5350 Stn Terminal, Vancouver, BC, V6B 5L5
gordon.craigie@worksafebc.com

Please feel free to contact me if you have any questions or concerns, or if I can provide any additional assistance. Further information, resources and regulations are available at www.worksafebc.com.

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
WCA21(1)(a) Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.	Provided for employers information.
OHS4.85(1) Except as provided by subsection (2), the employer must ensure that a sufficient number of plumbed washroom facilities are readily available for workers.	Reference for Employer
OHS3.12(1) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.	Reference for Employer
OHS3.12(2) A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.	Reference for Employer
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer

Reference	Details Discussed
<p>OHS5.2</p> <hr/> <p>If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that</p> <ul style="list-style-type: none">(a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means,(b) the information required by paragraph (a) is clearly communicated to the worker,(c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and(d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.	Reference for Employer

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Employer #	Mailing Address	Classification Unit #	Operating Location
174866	s. 22 CHILLIWACK BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		5	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Kevin Dargatz	Kevin Dargatz	s. 22	Not Applicable

WorkSafeBC Officer Conducting Inspection	Contact Details	
Gordon Craigie	Phone: (604) 556-2071	Email: Gordon.Craigie@worksafebc.com

Inspection Time*	Travel Time*
4.75 hrs	1 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.

DARGATZ MINK RANCH LTD

s. 22

CHILLIWACK BC s. 22

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 #202017825182A		
Employer Name	Jobsite Inspected	Scope of Inspection
DARGATZ MINK RANCH LTD	s. 22 Chilliwack BC s. 22	COVID-19 Inspection

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 22, 2020	Dec 22, 2020	Dec 24, 2020	Email

THERE ARE FOUR (4) ORDERS OR OTHER ITEMS OUTSTANDING

ACTION REQUIRED

Summary of Orders or other Items		
See "Orders/Items – Full Details" section of this Inspection Report for orders/items cited		
Order/Item No.1 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)
Order/Item No.2 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)
Order/Item No.3 <input type="checkbox"/>	Status: Outstanding	Cited: WCA21(2)(d)
Order/Item No.4 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)

ORDER STATUS LEGEND	
Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled – No Further Action Required

INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

I attended this workplace, accompanied by WorkSafeBC Officer Brian Wiens and an Environmental Health Officer from Fraser Health Authority, during the COVID-19 pandemic. This inspection was initiated in response to reports of recent mortality among mink at this mink farm.

I spoke with employer and worker representatives during this inspection. I reviewed compliance with the Workers Compensation Act (WCA) and the Occupational Health and Safety Regulation (OHSR). Orders have been issued as a result of this inspection. Corrective action is required, review the ORDERS/ITEMS section of this report for details.

On December 16, 2020, I conducted a remote inspection of this employer's COVID-19 Safety Plan and associated implementation, as documented in WorkSafeBC Inspection Report 202017825179A.

OBSERVATIONS:

The following notes provide a summary of my observations and the discussions held with employer and worker representatives.

- WorkSafeBC Officers conducted a self-screening assessment for COVID-19 symptoms and risk factors, prior to visiting the site.
- We conducted a physical site visit of the farm, using personal protective equipment including, but not limited to: impermeable coveralls, respirators, safety goggles, and gloves.
- We did not enter the mink barns. We did evaluate the employer's biosecurity precautions by inspecting the main entry point to the secured mink barns.
- Following the inspection, we used decontamination protocols to remove our personal protective equipment and sanitize hands and reusable equipment prior to leaving the site.
- This employer operates a mink farm and a cattle processing facility at this workplace.
- There are five workers and s. 22 [REDACTED] who work at the farm.
- They have completed their mink pelting process.
- Only essential care for the remaining breeding mink are ongoing at this time.

Most observations were consistent with the discussions held during the remote inspection on December 16, 2020, as documented in WorkSafeBC Inspection Report 202017825179A.

- The employer has implemented a COVID-19 Safety Plan.
- Workers were involved in the development of the plan.
- There has been regular review and updates of the plan as the pandemic has progressed.
- The employer has been conducting and recording daily worker temperature screening.
- Access to the workplace has been restricted.
- Work has been limited to essential tasks.
- The employer has limited the number of workers involved in direct feeding, care and handling of mink.
- Workers are normally able to spread out and maintain physical distancing.
- Some tasks require workers to be in closer proximity, such as: pelting mink, and processing cattle carcasses.
- When workers were working in close proximity to each other or with mink, they were required to wear face masks.
- Hand washing, sanitizing and boot cleaning stations were in place.
- Coveralls were provided by the employer and a laundry service provides off-site laundering.

I made some additional observations and learned new information during this inspection, including, but not limited to:

- workers some times s. 22 [REDACTED], which poses a potential contamination risk (See Order No. 2).
- some work areas had not been cleaned after recent use (see Order No. 4).
- Chairs in the lunchroom were not consistently spaced more than 6 feet (2 m) apart. The employer should arrange chairs and seating positions to ensure that sufficient physical distancing can be maintained while workers are in the lunchroom.

ORDER No. 1 - Further Compliance Expectations

These are health self-screening questions for COVID-19 symptoms and risk factors:

- Are you displaying any new or worsening symptoms of: fever or chills, cough, loss of sense of smell or taste, difficulty breathing, sore throat, loss of appetite, extreme fatigue or tiredness, headache, body aches, nausea or vomiting, diarrhea
- Have you travelled outside of Canada in the last 14 days?
- Have you been told to isolate by Public Health in the last 14 days?
- Have you been identified by Public Health as a close contact of someone with COVID-19 in the last 14 days?

ORDER No. 2 - Further Compliance Expectations

AgSafe has assisted other mink farms in establishing written safe work procedures for the feeding, care and handling of mink during the COVID-19 pandemic. This employer is encouraged to contact AgSafe for assistance to rapidly implement safe work procedures. Once the employer has established their written safe work procedures, workers must be given adequate information, instruction, training and supervision to implement the procedures.

ORDER No. 3 - Further Compliance Expectations

The employer will need to ensure that workers that must wear respirators are fit tested, stay clean shaven where the respirator seals to the face, and are trained in how to put on and remove the respirator safely. See REFERENCES for associated regulatory requirements.

COVID-19 Background Information for Employers

Employers are required by section 21(2)(c) of the *Workers Compensation Act* to establish occupational health and safety policies and programs in accordance with the Occupational Health and Safety Regulation (OHSR). In accordance with this requirement, employers must have a compliant COVID-19 Safety Plan to assess the risk of exposure at their workplace and implement measures to keep workers safe.

Measures for COVID-19 are in flux and as such orders, notice and guidance from the public health officer may change. Employers are expected to be aware of these and apply them as applicable. Refer to the government of British Columbia Orders, notices and guidance web page:

<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus#orders>

Reviewing and updating the COVID-19 Safety Plan

Employers are required to 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. WorkSafeBC has created the following resource to assist with this requirement:

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

<https://www.worksafebc.com/en/resources/health-safety/books-guides/reviewing-updating-covid-19-safety-plans-guide-for-employers?lang=en>

Right to Refuse unsafe work

• It is to be noted that Workers in B.C. have the right to refuse unsafe work if they believe it presents an undue hazard. WorkSafeBC Guideline - G3.12 "Refusal of unsafe work" provides information about work refusals, including a flowchart illustrating the right to refuse process. Employers must immediately investigate reports of unsafe work and ensure that any necessary corrective action is taken without delay.

COVID-19 Resources

WorkSafeBC:

• WorkSafeBC, is actively monitoring and adjusting to the COVID-19 pandemic to determine how we can best support workers, providers, and employers around the province, while ensuring the health and safety needs of our own employees. Check <https://www.worksafebc.com/en/about-us/covid-19-updates> for a list of COVID-19 Information and resources.

- Masks in the workplace:

<https://www.worksafebc.com/en/about-us/covid-19-updates/health-and-safety/mandatory-masks-in-workplaces>

- Worker Health checks:

<https://www.worksafebc.com/en/about-us/covid-19-updates/health-and-safety/health-checks>

• Industry-specific protocols that can be reviewed to assess which are relevant to your industry. Note, guidance for additional sectors will be posted on www.worksafebc.com as they become available.

<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>

• A Guideline named G3.3 Written Instructions, training, and supervision: COVID-19 Safety Plan, which helps employers understand their obligation to develop a COVID-19 Safety Plan and how to meet this obligation:

<https://www.worksafebc.com/en/law-policy/occupational-health-safety/searchable-ohs-regulation/ohs-guidelines/guidelines-part-03#SectionNumber:G3.3>

• Health and safety resources such as workplace posters, information on cleaning and hygiene practices, and guidance on the selection and use of masks:

[https://www.worksafebc.com/en/forms-resources#sort=%40computeditemdatefield343%20descending&f:language-facet=\[English\]&tags=Covid-19|a96b6c96607345c481bb8621425ea03f](https://www.worksafebc.com/en/forms-resources#sort=%40computeditemdatefield343%20descending&f:language-facet=[English]&tags=Covid-19|a96b6c96607345c481bb8621425ea03f)

Government of BC:

- BC's Response to COVID-19:

<https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support>

Other

• BC Centre for Disease Control COVID-19: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>

• HealthLink BC: <https://www.healthlinkbc.ca>

• Canadian Mental Health Association COVID-19 Stay Well in Uncertain Times: <https://cmha.bc.ca/covid-19/>

AgSafe - Agricultural Industry Health and Safety Resources

The employer is encouraged to contact AgSafe for assistance with health and safety matters.

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Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079

ADDITIONAL RESOURCES PROVIDED:

I have provided the employer with the following additional resources:

- WorkSafe Bulletin - SARS CoV-2 Virus - Protect against transmission and preventing the virus from spreading
- Help Prevent the Spread of COVID-19 - Cover Coughs and Sneezes
- Help Prevent the Spread of COVID-19 - Designing Effective Barriers
- COVID-19 - Health and Safety Cleaning and Disinfecting

Report By:

Gordon Craigie, RPF

Occupational Safety Officer, Prevention Field Services | 604.556-2071

WorkSafeBC

PO Box 5350 Stn Terminal, Vancouver, BC, V6B 5L5

gordon.craigie@worksafebc.com

Please feel free to contact me if you have any questions or concerns, or if I can provide any additional assistance. Further information, resources and regulations are available at www.worksafebc.com.

ORDERS/ITEMS

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 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)
<p>This employer's COVID-19 Safety Plan has the following policies in place:</p> <ul style="list-style-type: none"> - Any employee feeling sick is instructed to stay home. - All staff must take and record temperature in the lunchroom. Any temperature above 98.6 must be reported immediately and then immediately go home. <p>The employer presented a temperature log with recorded temperatures from the workers' temperature checks. The employer did not have a policy requiring workers to confirm that they are not experiencing COVID-19 symptoms, or have other COVID-19 risk factors, prior to the start of each shift. This is contrary to the Provincial Health Officer's order dated November 11, 2020 and unnecessarily puts workers at risk of exposure to the virus that causes COVID-19.</p> <p>This is in contravention of the Occupational Health and Safety Regulation Section 5.2(c).</p> <p>If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that</p> <p>(c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent.</p> <p><u>Measures to Ensure Compliance:</u></p> <p>Without delay, the employer must implement a health screening assessment for each worker, prior to starting each shift. Provide evidence of compliance to WorkSafeBC, by no later than December 31, 2020. See INSPECTION NOTES section for further compliance expectations.</p>		

Orders/Items - Full DetailsOrder/Item No.2 Status: **Outstanding**Cited: **OHS5.2(c)**

The virus that causes COVID-19 may be transmitted between humans and mink. Workers at this workplace come into contact with live and dead mink during feeding, care and handling of mink. Currently ongoing activities include:

- preparation of (mixing and grinding) mink food
- feeding and watering the mink
- scraping and cleaning cages
- administering medications and vaccines to the mink
- removing dead mink

The employer representative stated that they are working on preparing written procedures for these activities, but that they are not complete.

This is in contravention of the Occupational Health and Safety Regulation Section 5.2(c).

If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that

(c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent.

Measures to Ensure Compliance:

Without delay, the employer must establish and implement written safe work procedures for the following activities:

- assignment of a single dedicated worker for direct feeding, care and handling of mink in the secured mink barn area
- required personal protective equipment for entering the secured mink barn area
- procedures for donning and doffing personal protective equipment
- preparation of (mixing and grinding) mink food
- feeding and watering the mink
- scraping and cleaning cages
- administering medications and vaccines to the mink
- removing dead mink
- decontamination procedures for workers entering and leaving the secured mink barn area.

Provide a copy of these written safe work procedures to WorkSafeBC by no later than December 31, 2020. See INSPECTION NOTES section for further compliance expectations.

Orders/Items - Full Details

Order/Item No.3 <input type="checkbox"/>	Status: Outstanding	Cited: WCA21(2)(d)
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The virus that causes COVID-19 may be transmitted between humans and mink. Workers at this workplace come into contact with live and dead mink during feeding, care and handling of mink. This employer has not provided sufficient personal protective equipment to protect workers from the risk of COVID-19. The personal protective equipment currently in use includes:

- face masks
- respirators - an employer stated that they have a few N-95 masks
- face shields
- eye protection - safety glasses
- gloves
- coveralls
- rubber boots

This is in contravention of the Workers Compensation Act Section 21 (2)(d).

An employer must 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.

Measures to Ensure Compliance:

Without delay, the employer must ensure that they provide at least the following additional protective equipment:

- protective coveralls
- sufficient respirators for entering mink barns (at least N-95 protection)
- eye protection - safety goggles that seal to the face

Provide evidence of compliance to WorkSafeBC by no later than December 31, 2020. See INSPECTION NOTES section for further compliance expectations.

Orders/Items - Full DetailsOrder/Item No.4 Status: **Outstanding**Cited: **OHS5.2(c)**

I observed blood and other biological materials contaminating surfaces in the following areas:

- the processing table in the "head shed"
- various surfaces in the cattle processing building
- various surfaces and machinery in the pelting shed

The employer representative stated that they provide cleaning supplies for cleaning and sanitizing commonly touched vehicle, equipment and machine controls, but that they had not formalized their system to ensure that workers clean those controls before and after each use.

This unnecessarily exposes workers to the risk of contacting biological contaminants that may contain the virus that causes COVID-19.

This is in contravention of the Occupational Health and Safety Regulation Section 5.2(c).

If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that

(c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent.

Measures to Ensure Compliance:

The employer must conduct a deep clean of the following work areas:

- head shed
- cattle processing shed
- pelting shed

The employer must develop a written cleaning process for commonly used vehicles, equipment, machines before and/or after each worker uses them. High contact surfaces must be regularly cleaned throughout the day.

Provide written assurance of compliance to WorkSafeBC by no later than December 31, 2020.

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>WCA21(1)</p> <hr/> <p>Every employer must ensure the health and safety of:</p> <ul style="list-style-type: none"> (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 <p>(b) comply with the OHS provisions, the regulations and any applicable orders.</p>	<p>Reference for Employer</p>
<p>WCA21(2)</p> <hr/> <p>Without limiting subsection (1), an employer must</p> <ul style="list-style-type: none"> (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 <ul style="list-style-type: none"> (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. 	<p>Reference for Employer</p>

Reference	Details Discussed
<p>OHS3.2</p> <p>In any operation where the workforce is less than that referred to in section 3.1 (1) the employer must:</p> <p>(a) initiate and maintain a less formal program based on regular monthly meetings with workers for discussion of health and safety matters,</p> <p>(b) ensure that meetings are directed to matters concerning the correction of unsafe conditions and practices and the maintenance of cooperative interest in the health and safety of the workforce, and</p> <p>(c) maintain a record of the meetings and the matters discussed.</p>	Reference for Employer
<p>OHS3.5</p> <p>Every employer must ensure that regular inspections are made of all workplaces, including buildings, structures, grounds, excavations, tools, equipment, machinery and work methods and practices, at intervals that will prevent the development of unsafe working conditions.</p>	Reference for Employer
<p>OHS3.9</p> <p>Unsafe or harmful conditions found in the course of an inspection must be remedied without delay.</p>	Reference for Employer
<p>OHS3.23(1)</p> <p>An employer must ensure that before a young or new worker begins work in a workplace, the young or new worker is given health and safety orientation and training specific to that young or new worker's workplace.</p>	Reference for Employer
<p>OHS8.39(2)</p> <p>A worker required to wear a respirator which requires an effective seal with the face for proper functioning must be clean shaven where the respirator seals with the face.</p>	Respirator use requirements
<p>OHS8.40(1)</p> <p>A respirator which requires an effective seal with the face for proper functioning must not be issued to a worker unless a fit test demonstrates that the facepiece forms an effective seal with the wearer's face.</p>	Respirator use requirements

Reference	Details Discussed
OHS8.41(1) Before each use of a respirator which requires an effective seal with the face for proper functioning, a worker must perform a positive or negative pressure user seal check in accordance with CSA Standard CAN/CSA Z94.4-02, Selection, Use, and Care of Respirators.	Respirator use requirements
OHS8.3(1)(d) Personal protective equipment must be maintained in good working order and in a sanitary condition.	Respirator use requirements

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Employer #	Mailing Address	Classification Unit #	Operating Location
174866	s. 22 CHILLIWACK BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		8	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Kevin Dargatz	Kevin Dargatz	s. 22	Not Applicable

WorkSafeBC Officer Conducting Inspection	Contact Details	
Gordon Craigie	Phone: (604) 556-2071	Email: Gordon.Craigie@worksafebc.com

Inspection Time*	Travel Time*
20.5 hrs	1.75 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.

DARGATZ MINK RANCH LTD

s. 22

CHILLIWACK BC s. 22

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 #202017825182B		
Employer Name	Jobsite Inspected	Scope of Inspection
DARGATZ MINK RANCH LTD	s. 22 Chilliwack BC s. 22	COVID-19 Inspection

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 22, 2020	Dec 29, 2020	Dec 30, 2020	Email

THERE ARE TWO (2) ORDERS OR OTHER ITEMS OUTSTANDING

ACTION REQUIRED

Summary of Orders or other Items		
See "Orders/Items – Full Details" section of this Inspection Report for orders/items cited		
Order/Item No.1 <input checked="" type="checkbox"/>	Status: Complied	Cited: OHS5.2(c)
Order/Item No.2 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)
Order/Item No.3 <input checked="" type="checkbox"/>	Status: Closed	Cited: WCA21(2)(d)
Order/Item No.4 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)

ORDER STATUS LEGEND	
Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled – No Further Action Required

INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

This was a follow-up inspection to authenticate appropriate compliance with the order(s) noted.

The employer provided an update regarding their progress towards compliance on December 29th and 30th. The remaining mink at this farm have been euthanized and frozen in sealed boxes. Workers are not required to care for live mink at this workplace at this time. The employer stated that they have secured all entry points into the mink barn area.

The employer is awaiting further direction from other federal and provincial authorities regarding the following:

- instructions for the safe handling and disposition of the frozen mink.
- cleaning and disinfection procedures for the mink barns, cages and other associated equipment.
- other procedures for restarting their cattle processing operations.

Based on their update and associated documentation, the employer has complied with Order No. 1, and Order No. 3 has been closed. The employer has made progress with order No.'s 2 and 4, and is awaiting further instructions from other federal and provincial authorities. The deadlines for the remaining outstanding orders have been extended to allow time for the employer to receive instruction and implement appropriate written safe work procedures.

If this employer decides to resume raising mink while there is a risk of COVID-19 transmission between humans and mink, they will need to implement appropriate written safe work procedures as outlined in the initiating report.

Report By:

Gordon Craigie, RPF

Occupational Safety Officer, Prevention Field Services | 604.556-2071

WorkSafeBC

PO Box 5350 Stn Terminal, Vancouver, BC, V6B 5L5

gordon.craigie@worksafebc.com

Please feel free to contact me if you have any questions or concerns, or if I can provide any additional assistance. Further information, resources and regulations are available at www.worksafebc.com.

ORDERS/ITEMS

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 <input checked="" type="checkbox"/>	Status: Complied	Cited: OHS5.2(c)
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Progress towards compliance:

Dec 29, 2020 - The employer adopted a checklist for confirming that workers have completed daily health screening. The checklist included four screening questions related to COVID-19 symptoms, risk factors and the worker's temperature.

Initiating order:

Dec 22, 2020 - This employer's COVID-19 Safety Plan has the following policies in place:

- Any employee feeling sick is instructed to stay home.
- All staff must take and record temperature in the lunchroom. Any temperature above 98.6 must be reported immediately and then immediately go home.

The employer presented a temperature log with recorded temperatures from the workers' temperature checks. The employer did not have a policy requiring workers to confirm that they are not experiencing COVID-19 symptoms, or have other COVID-19 risk factors, prior to the start of each shift. This is contrary to the Provincial Health Officer's order dated November 11, 2020 and unnecessarily puts workers at risk of exposure to the virus that causes COVID-19.

This is in contravention of the Occupational Health and Safety Regulation Section 5.2(c).

If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent.

Measures to Ensure Compliance:

Without delay, the employer must implement a health screening assessment for each worker, prior to starting each shift. Provide evidence of compliance to WorkSafeBC, by no later than December 31, 2020. See INSPECTION NOTES section for further compliance expectations.

Order/Item No.2 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)
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Progress towards compliance:

Dec 29, 2020 - The employer designated a single employer representative to handle the mink. Workers are not required to enter the secured mink barn area at this time. The following procedures are no longer necessary:

- preparation of (mixing and grinding) mink food
- feeding and watering the mink
- administering medications and vaccines to the mink

The employer must still establish and implement written safe work procedures for the remaining tasks related to the disposition of the frozen mink, and cleaning / disinfection procedures for the mink barns, cages and other associated equipment. The deadline for this order has been extended while the employer receives further instructions from other authorities.

Orders/Items - Full Details

Initiating order:

Dec 22, 2020 - The virus that causes COVID-19 may be transmitted between humans and mink. Workers at this workplace come into contact with live and dead mink during feeding, care and handling of mink. Currently ongoing activities include:

- preparation of (mixing and grinding) mink food
- feeding and watering the mink
- scraping and cleaning cages
- administering medications and vaccines to the mink
- removing dead mink

The employer representative stated that they are working on preparing written procedures for these activities, but that they are not complete.

This is in contravention of the Occupational Health and Safety Regulation Section 5.2(c).

If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent.

Measures to Ensure Compliance:

Without delay, the employer must establish and implement written safe work procedures for the following activities:

- assignment of a single dedicated worker for direct feeding, care and handling of mink in the secured mink barn area
- required personal protective equipment for entering the secured mink barn area
- procedures for donning and doffing personal protective equipment
- preparation of (mixing and grinding) mink food
- feeding and watering the mink
- scraping and cleaning cages
- administering medications and vaccines to the mink
- removing dead mink
- decontamination procedures for workers entering and leaving the secured mink barn area.

Provide a copy of these written safe work procedures to WorkSafeBC by no later than December 31, 2020. See INSPECTION NOTES section for further compliance expectations.

Order/Item No.3 <input checked="" type="checkbox"/>	Status: Closed	Cited: WCA21(2)(d)
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Progress towards compliance:

Dec 29, 2020 - Workers are no longer required to work in proximity to live mink at this workplace. The employer obtained protective coveralls and respirators. This order has been closed.

Orders/Items - Full Details**Initiating order:**

Dec 22, 2020 - The virus that causes COVID-19 may be transmitted between humans and mink. Workers at this workplace come into contact with live and dead mink during feeding, care and handling of mink. This employer has not provided sufficient personal protective equipment to protect workers from the risk of COVID-19. The personal protective equipment currently in use includes:

- face masks
- respirators - an employer stated that they have a few N-95 masks
- face shields
- eye protection - safety glasses
- gloves
- coveralls
- rubber boots

This is in contravention of the Workers Compensation Act Section 21 (2)(d).

An employer must 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.

Measures to Ensure Compliance:

Without delay, the employer must ensure that they provide at least the following additional protective equipment:

- protective coveralls
- sufficient respirators for entering mink barns (at least N-95 protection)
- eye protection - safety goggles that seal to the face

Provide evidence of compliance to WorkSafeBC by no later than December 31, 2020. See INSPECTION NOTES section for further compliance expectations.

Order/Item No.4 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)
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Progress towards compliance:

Dec 29, 2020 - The employer provided assurance that they have cleaned the table in the "head shed."

The employer has developed a cleaning procedure for their cattle processing shed, but are awaiting further instructions from other authorities before they clean that area.

The employer provided assurance that the pelting shed would not be used, and that they are awaiting instructions from other authorities with respect to required cleaning and disinfection procedures for the pelting shed, mink barns, cages and other associated equipment.

The deadline for this order has been extended while the employer receives further instructions from other authorities.

Orders/Items - Full Details**Initiating order:**

Dec 22, 2020 - I observed blood and other biological materials contaminating surfaces in the following areas:

- the processing table in the "head shed"
- various surfaces in the cattle processing building
- various surfaces and machinery in the pelting shed

The employer representative stated that they provide cleaning supplies for cleaning and sanitizing commonly touched vehicle, equipment and machine controls, but that they had not formalized their system to ensure that workers clean those controls before and after each use.

This unnecessarily exposes workers to the risk of contacting biological contaminants that may contain the virus that causes COVID-19.

This is in contravention of the Occupational Health and Safety Regulation Section 5.2(c).

If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent.

Measures to Ensure Compliance:

The employer must conduct a deep clean of the following work areas:

- head shed
- cattle processing shed
- pelting shed

The employer must develop a written cleaning process for commonly used vehicles, equipment, machines before and/or after each worker uses them. High contact surfaces must be regularly cleaned throughout the day.

Provide written assurance of compliance to WorkSafeBC by no later than December 31, 2020.

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Telephone 604 276-3100 Toll Free 1-888-621-7233 Fax 604 276-3247

Employer #	Mailing Address	Classification Unit #	Operating Location
174866	s. 22 CHILLIWACK BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		8	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Melissa Dargatz	Kevin Dargatz	s. 22	Not Applicable

WorkSafeBC Officer Conducting Inspection	Contact Details	
Gordon Craigie	Phone: (604) 556-2071	Email: Gordon.Craigie@worksafebc.com

Inspection Time*	Travel Time*
9.5 hrs	0 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.

DARGATZ MINK RANCH LTD

s. 22

CHILLIWACK BC s. 22

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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 #202017825182C

Employer Name	Jobsite Inspected	Scope of Inspection
DARGATZ MINK RANCH LTD	s. 22 Chilliwack BC s. 22	COVID-19 Inspection

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 22, 2020	Feb 09, 2021	Feb 11, 2021	Mailed

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 <input checked="" type="checkbox"/>	Status: Complied	Cited: OHS5.2(c)
Order/Item No.2 <input checked="" type="checkbox"/>	Status: Closed	Cited: OHS5.2(c)
Order/Item No.3 <input checked="" type="checkbox"/>	Status: Closed	Cited: WCA21(2)(d)
Order/Item No.4 <input checked="" type="checkbox"/>	Status: Complied	Cited: OHS5.2(c)

ORDER STATUS LEGEND

Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled – No Further Action Required

INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

This was a follow-up inspection to authenticate appropriate compliance with the orders noted.

The employer has provided compliance information to Officer Brian Wiens on February 01, 2021, in relation to achieving compliance with a previous order noted in initiating inspection report 202017825182A. This relates to order four. Order two of this inspection report has been closed. Refer to order for further information. A site inspection will be conducted in the near future to follow up with the employer as it relates to the compliance provided information.

Refer to order two and four of this inspection report for further information.

For more information on Health and Safety issues please visit www.worksafefbc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2064
Fax 604 556-2077

ORDERS/ITEMS

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 <input checked="" type="checkbox"/>	Status: Complied	Cited: OHS5.2(c)
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Progress towards compliance:

Dec 29, 2020 - The employer adopted a checklist for confirming that workers have completed daily health screening. The checklist included four screening questions related to COVID-19 symptoms, risk factors and the worker's temperature.

Initiating order:

Dec 22, 2020 - This employer's COVID-19 Safety Plan has the following policies in place:

- Any employee feeling sick is instructed to stay home.
- All staff must take and record temperature in the lunchroom. Any temperature above 98.6 must be reported immediately and then immediately go home.

The employer presented a temperature log with recorded temperatures from the workers' temperature checks. The employer did not have a policy requiring workers to confirm that they are not experiencing COVID-19 symptoms, or have other COVID-19 risk factors, prior to the start of each shift. This is contrary to the Provincial Health Officer's order dated November 11, 2020 and unnecessarily puts workers at risk of exposure to the virus that causes COVID-19.

This is in contravention of the Occupational Health and Safety Regulation Section 5.2(c).

If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that

(c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent.

Measures to Ensure Compliance:

Without delay, the employer must implement a health screening assessment for each worker, prior to starting each shift. Provide evidence of compliance to WorkSafeBC, by no later than December 31, 2020. See INSPECTION NOTES section for further compliance expectations.

Orders/Items - Full DetailsOrder/Item No.2 Status: **Closed**Cited: **OHS5.2(c)****Progress towards compliance:**Feb 09, 2021 - Compliance Status February 09, 2021:

This order has been closed. This relates to the employer establishing and implementing written safe work procedures. The employer's property (area inside fence, including buildings) is still under a quarantine order and is locked to prevent any entrance. All the mink have been euthanized and boxed up on December 28 2020. This information was emailed to Officer Brian Wiens by the employer on February 01, 2021.

The employer has been advised in an email dated February 11, 2021, they must ensure that written safe work procedures for the following activities:

- assignment of a single dedicated worker for direct feeding, care and handling of mink in the secured mink barn area
- required personal protective equipment for entering the secured mink barn area
- procedures for donning and doffing personal protective equipment
- preparation of (mixing and grinding) mink food
- feeding and watering the mink
- scraping and cleaning cages
- administering medications and vaccines to the mink
- removing dead mink
- decontamination procedures for workers entering and leaving the secured mink barn area.

The must ensure that the above mentioned procedures have been put into place if the employer goes back into production.

Dec 29, 2020 - The employer designated a single employer representative to handle the mink. Workers are not required to enter the secured mink barn area at this time. The following procedures are no longer necessary:

- preparation of (mixing and grinding) mink food
- feeding and watering the mink
- administering medications and vaccines to the mink

The employer must still establish and implement written safe work procedures for the remaining tasks related to the disposition of the frozen mink, and cleaning / disinfection procedures for the mink barns, cages and other associated equipment. The deadline for this order has been extended while the employer receives further instructions from other authorities.

Orders/Items - Full Details

Initiating order:

Dec 22, 2020 - The virus that causes COVID-19 may be transmitted between humans and mink. Workers at this workplace come into contact with live and dead mink during feeding, care and handling of mink. Currently ongoing activities include:

- preparation of (mixing and grinding) mink food
- feeding and watering the mink
- scraping and cleaning cages
- administering medications and vaccines to the mink
- removing dead mink

The employer representative stated that they are working on preparing written procedures for these activities, but that they are not complete.

This is in contravention of the Occupational Health and Safety Regulation Section 5.2(c).

If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent.

Measures to Ensure Compliance:

Without delay, the employer must establish and implement written safe work procedures for the following activities:

- assignment of a single dedicated worker for direct feeding, care and handling of mink in the secured mink barn area
- required personal protective equipment for entering the secured mink barn area
- procedures for donning and doffing personal protective equipment
- preparation of (mixing and grinding) mink food
- feeding and watering the mink
- scraping and cleaning cages
- administering medications and vaccines to the mink
- removing dead mink
- decontamination procedures for workers entering and leaving the secured mink barn area.

Provide a copy of these written safe work procedures to WorkSafeBC by no later than December 31, 2020. See INSPECTION NOTES section for further compliance expectations.

Order/Item No.3 <input checked="" type="checkbox"/>	Status: Closed	Cited: WCA21(2)(d)
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Progress towards compliance:

Dec 29, 2020 - Workers are no longer required to work in proximity to live mink at this workplace. The employer obtained protective coveralls and respirators. This order has been closed.

Orders/Items - Full Details

Initiating order:

Dec 22, 2020 - The virus that causes COVID-19 may be transmitted between humans and mink. Workers at this workplace come into contact with live and dead mink during feeding, care and handling of mink. This employer has not provided sufficient personal protective equipment to protect workers from the risk of COVID-19. The personal protective equipment currently in use includes:

- face masks
- respirators - an employer stated that they have a few N-95 masks
- face shields
- eye protection - safety glasses
- gloves
- coveralls
- rubber boots

This is in contravention of the Workers Compensation Act Section 21 (2)(d).

An employer must 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.

Measures to Ensure Compliance:

Without delay, the employer must ensure that they provide at least the following additional protective equipment:

- protective coveralls
- sufficient respirators for entering mink barns (at least N-95 protection)
- eye protection - safety goggles that seal to the face

Provide evidence of compliance to WorkSafeBC by no later than December 31, 2020. See INSPECTION NOTES section for further compliance expectations.

Order/Item No.4 <input checked="" type="checkbox"/>	Status: Complied	Cited: OHS5.2(c)
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Progress towards compliance:

Feb 09, 2021 - Compliance Status February 11, 2021:

Compliance has been achieved. The employer has provided information in an email dated February 01, 2021, that there has been a full deep clean of all areas of the head shed and slaughter building. Buildings were inspected by a Doctor for CFIA, infectious disease specialist and a Doctor from the provincial public animal health vet on Friday January 15, 2021. Meeting their approval. The employer has also provided procedures for the cleaning of their commonly used vehicles.

This is in compliance with the Occupational Health and Safety Regulation Section 5.2(c)

Dec 29, 2020 - The employer provided assurance that they have cleaned the table in the "head shed."

The employer has developed a cleaning procedure for their cattle processing shed, but are awaiting further instructions from other authorities before they clean that area.

The employer provided assurance that the pelting shed would not be used, and that they are awaiting instructions from other authorities with respect to required cleaning and disinfection procedures for the pelting shed, mink barns, cages and other associated equipment.

The deadline for this order has been extended while the employer receives further instructions from other authorities.

Orders/Items - Full Details**Initiating order:**

Dec 22, 2020 - I observed blood and other biological materials contaminating surfaces in the following areas:

- the processing table in the "head shed"
- various surfaces in the cattle processing building
- various surfaces and machinery in the pelting shed

The employer representative stated that they provide cleaning supplies for cleaning and sanitizing commonly touched vehicle, equipment and machine controls, but that they had not formalized their system to ensure that workers clean those controls before and after each use.

This unnecessarily exposes workers to the risk of contacting biological contaminants that may contain the virus that causes COVID-19.

This is in contravention of the Occupational Health and Safety Regulation Section 5.2(c).

If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent.

Measures to Ensure Compliance:

The employer must conduct a deep clean of the following work areas:

- head shed
- cattle processing shed
- pelting shed

The employer must develop a written cleaning process for commonly used vehicles, equipment, machines before and/or after each worker uses them. High contact surfaces must be regularly cleaned throughout the day.

Provide written assurance of compliance to WorkSafeBC by no later than December 31, 2020.

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

Employer #	Mailing Address	Classification Unit #	Operating Location
174866	s. 22 CHILLIWACK BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		8	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Kevin Dargatz	Kevin Dargatz	Not Available	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
1 hrs	0 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

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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.

DARGATZ MINK RANCH LTD

s. 22

CHILLIWACK BC s. 22

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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 #202115875040A

Employer Name	Jobsite Inspected	Scope of Inspection
ENGBRETSON FUR FARM LTD	s. 22 Abbotsford BC s. 22	COVID-19 check

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Mar 03, 2021	Mar 03, 2021	Mar 10, 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

On March 3, 2021 OSO Fournier conducted an inspection of this workplace. Items discussed included, but were not limited to, the following:

Occupational Health & Safety Regulation Requirements.

All workplaces must meet the minimum requirements of the Workers Compensation Act (Act) and Occupational Health & Safety Regulations (Regulation), which are designed to help eliminate accidents and control potential hazards in the workplace.

Fraser Health Authority

This inspection included an Environmental Health Officer from Fraser Health Authority, as it relates to COVID-19 pandemic measures.

Inspection

This inspection was initiated in response to s. 22 [REDACTED].

Prior to commencing the inspection, the employer's bio-security protocols were reviewed and followed for bio-security measures.

A self-screening assessment for COVID-19 symptoms and risk factors, prior to visiting the site was conducted.

The site inspection of this farm was conducted using personal protective equipment including, but not limited to: impermeable tyvek suit, surgical mask, safety glasses, gloves and rubber boots.

No entry was made to the mink barns or any other structure on site. A steady wind was blowing. An evaluation of the employer's bio-security precautions was part of a discussion on site.

Following the inspection, decontamination protocols were followed prior to leaving the site.

Observations

The employer has implemented controls designed to prevent COVID-19 transmission. The Covid Safety Plan is completed and posted. The Safety Plan was updated March 1, 2021. Copies of the Safety Plan are electronically attached to this inspection report

Inspection site observations determined that the employer is following their completed Safety Plan. Some observed controls include (but not limited to) the following:

- Conducting and recording daily health checks, including temperature.
- Hand washing with soap and hand sanitizing on-going
- Visitor access to the workplace has been restricted.
- Masks in use. 2 layer surgical mask with cotton mask ovetop is in use when working with mink.
- Cotton coveralls (washed daily on site) in use instead of disposable suits
- A clean zone has been set up which includes the main house, offices, lunch rooms and trailer.
- The mink barns are fenced in and workers enter the barns using only one access point
- Boot wash sprayer (NoriQuat) available in the pump room outside the sheds for entry and leaving the mink sheds.

Breeding

Breeding will commence March 4, 2021. Workers from the second farm site, located ons. 22 [REDACTED], will work at this site to assist during breeding.

The s. 22 workers will be isolated from the regular workers at this site. Separate PPE donning, PPE doffing, and lunch rooms are set up to ensure the workers from the s. 22 farm do not interact with workers at this site.

Contact Information

If you have any questions on the above items please do not hesitate to contact this officer for further assistance.

e-mail: clifford.fournier@worksafebc.com; office: 604-232-7080; call center: 604-276-3100

Refer to WorkSafeBC's web site (www.worksafebc.com) for:

- The Workers Compensation Act and Occupational Health and Safety Regulation
- Information publications (books, pamphlets, posters, etc.) on a variety of safety topics
- Requirements on reporting injuries and occupational diseases in the workplace

To report an accident or incident call: 604-276-3100 or, after hours, 1-888-621-7233

AGSAFE

The employer is encouraged to contact AgSafe for COVID-19 information.

AgSafe's mandate is the development and provision of health and safety services to BC agriculture industry, through:

- Health and safety programs for farm workplaces
- Training programs for employers, supervisors, and workers – on or off site
- Site evaluations
- Consultations and guidance
- Promotion activities, such as displays and information tables at agriculture-related events.
- Booklets, brochures, and other information materials

AgSafe Office

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079
Email: contact@agsafebc.ca

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>WCA21(1)(a)</p> <p>Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.</p>	As it pertains to preventing the spread of the COVID-19 virus.
<p>WCA21(2)(c)</p> <p>An employer must establish occupational health and safety policies and programs in accordance with the regulations.</p>	Refer to www.worksafefbc.com for information on OHS policies and programs.
<p>WCA23(1)</p> <p>Every supervisor must:</p> <p>(a) ensure the health and safety of all workers under the direct supervision of the supervisor,</p> <p>(b) be knowledgeable about the OHS provisions and those regulations applicable to the work being supervised, and</p> <p>(c) comply with the OHS provisions, the regulations and any applicable orders.</p>	A supervisor is a person who instructs, directs and controls workers in the performance of their duties. A supervisor need not have the title "supervisor". He or she may have some other title or have no title at all.
<p>WCA23(2)</p> <p>Without limiting subsection (1), a supervisor must:</p> <p>(a) ensure that the workers under his or her direct supervision</p> <p style="padding-left: 20px;">(i) are made aware of all known or reasonably foreseeable health or safety hazards in the area where they work, and</p> <p style="padding-left: 20px;">(ii) comply with the OHS provisions, the regulations and any applicable orders,</p> <p>(b) consult and cooperate with the joint committee or worker health and safety representative for the workplace, and</p> <p>(c) cooperate with the Board, officers of the Board and any other person carrying out a duty under the OHS provisions or the regulations.</p>	A supervisor has a duty to take all reasonable steps to ensure the health and safety of workers under their supervision.
<p>OHS3.5</p> <p>Every employer must ensure that regular inspections are made of all workplaces, including buildings, structures, grounds, excavations, tools, equipment, machinery and work methods and practices, at intervals that will prevent the development of unsafe working conditions.</p>	A key activity in the prevention of workplace incidents is the identification of hazards to which workers may be exposed and contact. The intent being to identify such hazards and take appropriate action to prevent contact. To this regard the Occupational Health and Safety Regulation requires that the employer ensure regular workplace inspections are conducted.



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

INSPECTION REPORT
Worker and Employer Services Division
202115875040A

Employer #	Mailing Address	Classification Unit #	Operating Location
309165	s. 22 ABBOTSFORD BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		7	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Terry Engebretson	Terry Engebretson	Not Available	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Clifford Fournier	Phone: (604) 232-7080	Email: Clifford.Fournier@worksafebc.com

Inspection Time*	Travel Time*
0.25 hrs	0 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.

ENGBRETSON FUR FARM LTD

s. 22

ABBOTSFORD BC s. 22

6951 Westminster Highway, Richmond, BC
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 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 #202116652003A

Employer Name	Jobsite Inspected	Scope of Inspection
DOGWOOD FUR FARMS LTD.	s. 22 Langley BC s. 22	Partial Inspection Related to COVID-19 Safety Plan

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Jan 15, 2021	Jan 15, 2021	Jan 15, 2021	Mailed

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

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

INSPECTION NOTES

This inspection was initiated as part of WorkSafeBC's COVID-19 Inspection Initiative. The purpose of this inspection is to review this employer's response to the current COVID-19 pandemic in relation to worker health and safety at this workplace.

On January 15, 2021, a phone call conversation was initiated by Officers Brian Wiens. This relates to a previous site visit that took place on December 14, 2020, regarding COVID-19 protocols and discussions with the employer at their s. 22 [REDACTED], Langley address. The purpose of this inspection was to discuss the requirements for the employer implement their COVID-19 Safety Plan at their other location, located at s. 22 [REDACTED], Langley. This location is directly across from the main farm. At the time of the inspection the employer indicated they are following their COVID-19 protocols and procedures as stated by the worker representative during the phone call conversation. The COVID-19 protocols and procedures are the same for both locations. Currently only one work is conducting feeding activities at the s. 22 [REDACTED], Langley location.

Available COVID-19 Resources:

WorkSafeBC:

- COVID-19 information and resources: <https://www.worksafebc.com/en/about-us/covid-19-updates>
- Preventing exposure to COVID-19 in the workplace A guide for employers:

<https://www.worksafebc.com/en/resources/about-us/guides/preventing-exposure-to-covid-19-in-the-workplace?lang=en>

- Guide to reducing the risk of COVID-19:

<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>

- COVID-19 Safety Plan template:

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

Government of BC:

- BC's Restart Plan:

<https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support/bc-restart-plan>

- COVID-19 Orders, Notices & Guidance:

<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus>

- Managing COVID-19 Stress, Anxiety & Depression:

<https://www2.gov.bc.ca/gov/content/health/managing-your-health/mental-health-substance-use/managing-covid-stress>

Other:

- BC Centre for Disease Control: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
- HealthLink BC: <https://www.healthlinkbc.ca/>
- Canadian Mental Health Association Stay Well in Uncertain Times: <https://cmha.bc.ca/covid-19/>

AgSafe

The employer is encouraged to contact the AgSafe for assistance.

AgSafe Office

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079
Email: contact@agsafebc.ca

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.



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INSPECTION REPORT
Worker and Employer Services Division
202116652003A

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2046
Fax 604 556-2077

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

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>WCA21(1)</p> <p>Every employer must ensure the health and safety of:</p> <ul style="list-style-type: none"> (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 <p>(b) comply with the OHS provisions, the regulations and any applicable orders.</p>	Reference for Employer
<p>WCA21(2)</p> <p>Without limiting subsection (1), an employer must</p> <ul style="list-style-type: none"> (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 <ul style="list-style-type: none"> (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. 	Reference for Employer

Reference	Details Discussed
<p>OHS3.3</p> <p>The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:</p> <p>(a) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers,</p> <p>(b) provision for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found,</p> <p>(c) appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation,</p> <p>(d) provision for holding periodic management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action,</p> <p>(e) provision for the prompt investigation of incidents to determine the action necessary to prevent their recurrence,</p> <p>(f) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and</p> <p>(g) provision by the employer for the instruction and supervision of workers in the safe performance of their work.</p>	Reference for Employer
<p>OHS4.85(1)</p> <p>Except as provided by subsection (2), the employer must ensure that a sufficient number of plumbed washroom facilities are readily available for workers.</p>	Reference for Employer
<p>OHS3.12(1)</p> <p>A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.</p>	Reference for Employer
<p>OHS3.12(2)</p> <p>A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.</p>	Reference for Employer

Reference	Details Discussed
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer
OHS5.2 If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means, (b) the information required by paragraph (a) is clearly communicated to the worker, (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and (d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.	Reference for Employer

Employer #	Mailing Address	Classification Unit #	Operating Location
200200024	s. 22 ALDERGROVE BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		1	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Jonathan Bernemann	Jonathan Bernemann	s. 22	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
1 hrs	0 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

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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.

DOGWOOD FUR FARMS LTD.

s. 22

ALDERGROVE BC s. 22

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 #202116652024A		
Employer Name	Jobsite Inspected	Scope of Inspection
DOGWOOD FUR FARMS LTD.	s. 22 Langley BC s. 22	Partial Inspection Related to COVID-19 Safety Plan

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Feb 26, 2021	Feb 26, 2021	Mar 02, 2021	Email

THERE ARE TWO (2) ORDERS OR OTHER ITEMS OUTSTANDING

ACTION REQUIRED

Summary of Orders or other Items		
See "Orders/Items – Full Details" section of this Inspection Report for orders/items cited		
Order/Item No.1 <input type="checkbox"/>	Status: Outstanding	Cited: WCA21(1)(a)
Order/Item No.2 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)

ORDER STATUS LEGEND	
Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled – No Further Action Required

INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

I attended this workplace, accompanied by an Environmental Health Officer from Fraser Health Authority, as it relates to COVID-19 pandemic measures. This inspection was initiated in response to potential COVID-19 undetermined cases.

I spoke with employer and worker representatives during this inspection. I reviewed compliance with the Workers Compensation Act (WCA) and the Occupational Health and Safety Regulation (OHSR). Orders have been issued as a result of this inspection. Corrective action is required, review the ORDERS/ITEMS and Regulations Referenced sections of this report for details.

On February 26, 2021, I conducted a remote inspection of this employer's COVID-19 Safety Plan and associated implementation, as documented in this WorkSafeBC Inspection Report.

Prior to commencing the inspection, I confirmed the employer's bio-security protocols and followed their direction for bio-security measures.

OBSERVATIONS:

The following notes provide a summary of my observations and the discussions held with employer and worker representatives.

- I conducted a self-screening assessment for COVID-19 symptoms and risk factors, prior to visiting the site.
- I conducted a physical site visit of the farm, using personal protective equipment including, but not limited to: impermeable coveralls, N95 respirator, safety goggles, gloves and rubber boots.
- No entry was made to the mink enclosure. An evaluation of the employer's biosecurity precautions was part of a discussion on site.
- Following the inspection, decontamination protocols were followed prior to leaving the site.

Most observations were consistent with the discussions held during the remote inspection on February 26, 2021, as documented in this Inspection Report.

- The employer has implemented a COVID-19 Safety Plan.
- There has been review and updates of the plan as the pandemic has progressed.
- The employer has been conducting and recording daily health checks.
- Access to the workplace has been restricted. The employer has established two zones. Zone A - Restricted Area and Zone B - Non-restricted Area.
- The employer has limited the number of workers involved in direct feeding, care and handling of mink.
- Workers are normally able to spread out and maintain adequate physical distancing.
- Some tasks require workers to be in closer proximity, such as: pelting room and drying room.
- The employer has COVID-19 plans and procedures in place for workers to follow regarding sanitizing, personal protective equipment and laundry requirements.
- Hand washing, sanitizing and boot cleaning stations were available.

Issues discussed with the employer during this inspection has resulted in corrective orders outlined and detailed on the following pages. Refer to order one and two of this inspection report for further information.

AgSafe

The employer is encouraged to contact the AgSafe for assistance.



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AgSafe Office

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Email: contact@agsafebc.ca

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services WorkSafeBC
Abbotsford, BC Office 604 556-2046
Fax 604 556-2077

ORDERS/ITEMS

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 <input type="checkbox"/>	Status: Outstanding	Cited: WCA21(1)(a)
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It was determined during this inspection that effective COVID-19 protocols had not been implemented at this work site. This is evidenced by, but not limited to:

- * More chairs at tables than stated on signage in the lunchroom. Signage identified one chair per table. Some tables had three chairs.
- * Outside deck eating area too many chairs close together. Distancing an issue.
- * No hand soap and paper towel located at the kitchen sink for hand washing.
- * No hand washing provisions in the Zone A doffing area.(under construction).
- * No maximum occupancy signage posted for the boardroom or the outside deck eating area.

This is in contravention of the Workers Compensation Act Section 21 (1)(a).

Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.

Measures to Ensure Compliance:

This employer must:

- 1) This employer must ensure chairs in the lunchroom are limited to the posted signage and that worker distancing is established.
- 2) The outside deck eating area must have the seating requirements limited and distancing is established.
- 3) That there is adequate hand washing provisions for the lunchroom and the doffing area.
- 4) Maximum occupancy signage is posted for the boardroom and deck eating area.

The employer must have a system to ensure their safety plan can be effectively implemented. (for example inspections and or checklist).

The employer will need to provide compliance information by **March 05, 2021**. A follow up will be conducted with this employer on Friday March 05, 2021.

Orders/Items - Full DetailsOrder/Item No.2 Status: **Outstanding**Cited: **OHS5.2(c)**

The employer has not fully implemented requirements as identified in the following procedures:

Protocol: Laundry - Zone A - procedures identify the cleaning of dirty clothing on site in the provided washer and dryer. Currently s. 22

Protocol: Personal Protective Equipment (PPE) Procedures - Procedures identify each zone having specific PPE requirements. It also states that employees will wear the highest level PPE available as outlined in the zone protocols.

Zone A - Restricted Area:

- The employer requires fitted respirators or N95 masks. The employer is currently using some surgical masks and cloth masks which is not in accordance with their COVID-19 Procedures.
- The employer requires the use sterilized EVA hooded outerwear over top of clean washable coveralls or disposable industrial strength coveralls. The employer is not using protective outer as required in their procedures.

Zone B - Non-restricted Area:

- The employer requires Medical grade mask or mask with higher protection. The employer is currently using some medical grade surgical masks but mostly non-medical cloth masks were worn.
- The employer requires safety glasses or glasses of higher protection. The use of safety glasses is not consistent. Some workers observed not wearing any protection.
- The employer requires the use of clean washable coveralls. Most workers observed wearing s. 22 and not work coveralls.

This is in contravention of the Occupational Health and Safety Regulation Section 5.2(c).

If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent.

Measures to Ensure Compliance:

The employer must ensure that they are following their zone protocols as set out in their COVID -19 Plans, specifically as it relates to Zone A and B.

The employer will need to provided compliance information by **March 05, 2021**. A follow up will be conduct with this employer on Friday March 05, 2021.

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>WCA21(1)</p> <p>Every employer must ensure the health and safety of:</p> <ul style="list-style-type: none"> (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. 	Reference for Employer
<p>WCA21(2)</p> <p>Without limiting subsection (1), an employer must</p> <ul style="list-style-type: none"> (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 <ul style="list-style-type: none"> (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. 	Reference for Employer

Reference	Details Discussed
OHS3.1(1)(a) An occupational health and safety program as outlined in section 3.3 must be initiated and maintained (a) by each employer that has (i) a workforce of 20 or more workers, and (ii) at least one workplace that is determined under section 3.16 (2) (b) to create a moderate or high risk of injury.	Reference for Employer
OHS3.1(1)(b) An occupational health and safety program as outlined in section 3.3 must be initiated and maintained (b) by each employer that has a workforce of 50 or more workers.	Reference for Employer
OHS3.2 In any operation where the workforce is less than that referred to in section 3.1 (1) the employer must: (a) initiate and maintain a less formal program based on regular monthly meetings with workers for discussion of health and safety matters, (b) ensure that meetings are directed to matters concerning the correction of unsafe conditions and practices and the maintenance of cooperative interest in the health and safety of the workforce, and (c) maintain a record of the meetings and the matters discussed.	Reference for Employer

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

Reference	Details Discussed
<p>OHS3.3</p> <p>The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:</p> <ul style="list-style-type: none"> (a) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers, (b) provision for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found, (c) appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation, (d) provision for holding periodic management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action, (e) provision for the prompt investigation of incidents to determine the action necessary to prevent their recurrence, (f) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and (g) provision by the employer for the instruction and supervision of workers in the safe performance of their work. 	<p>Reference for Employer</p>
<p>OHS3.5</p> <p>Every employer must ensure that regular inspections are made of all workplaces, including buildings, structures, grounds, excavations, tools, equipment, machinery and work methods and practices, at intervals that will prevent the development of unsafe working conditions.</p>	<p>Reference for Employer</p>
<p>OHS3.9</p> <p>Unsafe or harmful conditions found in the course of an inspection must be remedied without delay.</p>	<p>Reference for Employer</p>
<p>OHS3.12(1)</p> <p>A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.</p>	<p>Reference for Employer</p>

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Reference	Details Discussed
<p>OHS3.12(2)</p> <p>A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.</p>	<p>Reference for Employer</p>
<p>OHS3.12(3)</p> <p>A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.</p>	<p>Reference for Employer</p>
<p>OHS3.23(1)</p> <p>An employer must ensure that before a young or new worker begins work in a workplace, the young or new worker is given health and safety orientation and training specific to that young or new worker's workplace.</p>	<p>Reference for Employer</p>
<p>OHS5.2</p> <p>If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that</p> <ul style="list-style-type: none"> (a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means, (b) the information required by paragraph (a) is clearly communicated to the worker, (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and (d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures. 	<p>Reference for Employer</p>
<p>OHS8.40(1)</p> <p>A respirator which requires an effective seal with the face for proper functioning must not be issued to a worker unless a fit test demonstrates that the facepiece forms an effective seal with the wearer's face.</p>	<p>As discussed with the employer representatives. The employer is currently using the N95 respirators on site. The employer's COVID-19 Safety Plan and procedures identify the requirement to use N95 Respirators. Prior to issuing an N95 respirator to a worker a fit test must be conducted.</p>

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Employer #	Mailing Address	Classification Unit #	Operating Location
200200024	s. 22 ALDERGROVE BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		17	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Jonathan Bernemann	Kurt Bernemann	s. 22	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
4.75 hrs	0.75 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.

DOGWOOD FUR FARMS LTD.

s. 22

ALDERGROVE BC s. 22

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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 #202116652024B		
Employer Name	Jobsite Inspected	Scope of Inspection
DOGWOOD FUR FARMS LTD.	s. 22 Langley BC s. 22	Partial Inspection Related to COVID-19 Safety Plan

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Feb 26, 2021	Mar 12, 2021	Mar 12, 2021	Email

THERE IS ONE (1) ORDER OR OTHER ITEM OUTSTANDING

ACTION REQUIRED

Summary of Orders or other Items		
See "Orders/Items – Full Details" section of this Inspection Report for orders/items cited		
Order/Item No.1 <input checked="" type="checkbox"/>	Status: Complied	Cited: WCA21(1)(a)
Order/Item No.2 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)

ORDER STATUS LEGEND	
Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled – No Further Action Required

INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

This was a follow-up inspection to authenticate appropriate compliance with the order noted.

The employer representative for this employer provided compliance information to Officer Brian Wiens in an email on March 09, 2021, in relation to achieving compliance with a previous order noted in initiating inspection report 202116652024A. A site inspection will be conducted in the near future to follow up with the employer as it relates to the compliance provided information.

Refer to order one of this inspection report for further information.

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2064
Fax 604 556-2077

ORDERS/ITEMS

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 <input checked="" type="checkbox"/>	Status: Complied	Cited: WCA21(1)(a)
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Progress towards compliance:

Mar 12, 2021 - Compliance Status March 12, 2021:

Compliance has been achieved. The employer has:

- 1) ensured chairs in the lunchroom are limited to the posted signage and that worker distancing is established.
- 2) ensured the outside deck eating area has the seating requirements limited and distancing is established.
- 3) ensured there is adequate hand washing provisions for the lunchroom and the doffing area.
- 4) ensured maximum occupancy signage is posted for the boardroom and deck eating area.

This is in compliance with the Workers Compensation Act Section 21(1)(a)

Orders/Items - Full Details**Initiating order:**

Feb 26, 2021 - It was determined during this inspection that effective COVID-19 protocols had not been implemented at this work site. This is evidenced by, but not limited to:

- * More chairs at tables than stated on signage in the lunchroom. Signage identified one chair per table. Some tables had three chairs.
- * Outside deck eating area too many chairs close together. Distancing an issue.
- * No hand soap and paper towel located at the kitchen sink for hand washing.
- * No hand washing provisions in the Zone A doffing area.(under construction).
- * No maximum occupancy signage posted for the boardroom or the outside deck eating area.

This is in contravention of the Workers Compensation Act Section 21 (1)(a).

Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.

Measures to Ensure Compliance:

This employer must:

- 1) This employer must ensure chairs in the lunchroom are limited to the posted signage and that worker distancing is established.
- 2) The outside deck eating area must have the seating requirements limited and distancing is established.
- 3) That there is adequate hand washing provisions for the lunchroom and the doffing area.
- 4) Maximum occupancy signage is posted for the boardroom and deck eating area.

The employer must have a system to ensure their safety plan can be effectively implemented. (for example inspections and or checklist).

The employer will need to provide compliance information by **March 05, 2021**. A follow up will be conducted with this employer on Friday March 05, 2021.

Orders/Items - Full DetailsOrder/Item No.2 Status: **Outstanding**Cited: **OHS5.2(c)**

The employer has not fully implemented requirements as identified in the following procedures:

Protocol: Laundry - Zone A - procedures identify the cleaning of dirty clothing on site in the provided washer and dryer. Currently s. 22 [REDACTED].

Protocol: Personal Protective Equipment (PPE) Procedures - Procedures identify each zone having specific PPE requirements. It also states that employees will wear the highest level PPE available as outlined in the zone protocols.

Zone A - Restricted Area:

- The employer requires fitted respirators or N95 masks. The employer is currently using some surgical masks and cloth masks which is not in accordance with their COVID-19 Procedures.
- The employer requires the use sterilized EVA hooded outerwear over top of clean washable coveralls or disposable industrial strength coveralls. The employer is not using protective outer as required in their procedures.

Zone B - Non-restricted Area:

- The employer requires Medical grade mask or mask with higher protection. The employer is currently using some medical grade surgical masks but mostly non-medical cloth masks were worn.
- The employer requires safety glasses or glasses of higher protection. The use of safety glasses is not consistent. Some workers observed not wearing any protection.
- The employer requires the use of clean washable coveralls. Most workers observed wearing s. 22 [REDACTED] and not work coveralls.

This is in contravention of the Occupational Health and Safety Regulation Section 5.2(c).

If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent.

Measures to Ensure Compliance:

The employer must ensure that they are following their zone protocols as set out in their COVID -19 Plans, specifically as it relates to Zone A and B.

The employer will need to provided compliance information by **March 05, 2021**. A follow up will be conduct with this employer on Friday March 05, 2021.

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Telephone 604 276-3100 Toll Free 1-888-621-7233 Fax 604 276-3247

Employer #	Mailing Address	Classification Unit #	Operating Location
200200024	s. 22 ALDERGROVE BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		17	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Angela Bernemann	Angela Bernemann	s. 22	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
1 hrs	0 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

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s. 22

ALDERGROVE BC s. 22

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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 #202116652025A

Employer Name	Jobsite Inspected	Scope of Inspection
DOGWOOD FUR FARMS LTD.	s. 22 Langley BC s. 22	Partial Agriculture Safety Inspection

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Feb 26, 2021	Feb 26, 2021	Mar 02, 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 Health and Safety inspection was conducted on February 26, 2021, to determine the extent of compliance with the Workers Compensation Act and the Occupational Health and Safety Regulation. The following comments are noted with regard to: Scope of inspection, deficiencies and discussions at the workplace.

The employer and worker representative were available on site to assist in an inspection with Officer Brian Wiens and Fraser health (Environmental Health Officer). The employer has approximately 17 workers on site at this location.

The purpose of this inspection was to review the employer's response to the COVID-19 pandemic and measures the employer has in place. Also during this inspection other health and safety inspections took place such as but not limited to:

- Forklift operation and the use of seatbelts. The employer representative informed me that further forklift training will be taking place at this site in the very near future.
- Stacking of totes. The employer has established an interim feed tote shuttle system to get product into their Zone A location to lesson contact and exposure to Zone A by workers and equipment during the COVID-19 pandemic.

No orders issued at the time of this inspection and discussion.

AgSafe

The employer is encouraged to contact the AgSafe for assistance.

AgSafe Office

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079
Email: contact@agsafebc.ca

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2046
Fax 604 556-2077

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
OHS16.33(1) If mobile equipment has seat belts required by any law in British Columbia, the operator and passengers must use the belts whenever the equipment is in motion, or engaged in an operation which could cause the equipment to become unstable.	As discussed with the employer representative.
OHS16.4(1)(a) A person must not operate mobile equipment unless the person has received adequate instruction in the safe use of the equipment.	As discussed with the employer representative.
OHS16.4(1)(b) A person must not operate mobile equipment unless the person has demonstrated to a qualified supervisor or instructor competency in operating the equipment.	As discussed with the employer representative.
OHS4.43(1) Material and equipment must be placed, stacked or stored in a stable and secure manner.	As discussed with the employer representative.
OHS4.43(2) Stacked material or containers must be stabilized as necessary by interlocking, strapping or other effective means of restraint to protect the safety of workers.	As discussed with the employer representative.
WCA21(1) Every employer must ensure the health and safety of: <ul style="list-style-type: none"> (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.	As discussed with the employer representatives. Regarding the duty to accommodate.

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Employer #	Mailing Address	Classification Unit #	Operating Location
200200024	s. 22 ALDERGROVE BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		17	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Jonathan Bernemann	Kurt Bernemann	s. 22	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
1.25 hrs	0.25 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

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DOGWOOD FUR FARMS LTD.

s. 22

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Inspection Report #202116652026A

Employer Name	Jobsite Inspected	Scope of Inspection
WILLIAMS FUR FARM LTD	s. 22 Langley BC V2Z	Partial Inspection related to COVID-19 Safety Plan, Protocols

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Mar 04, 2021	Mar 04, 2021	Mar 05, 2021	Email

THERE IS ONE (1) ORDER OR OTHER ITEM OUTSTANDING

ACTION REQUIRED

Summary of Orders or other Items

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

Order/Item No.1 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)
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ORDER STATUS LEGEND

Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled – No Further Action Required

INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

I attended this workplace, accompanied by an Environmental Health Officer from Fraser Health Authority, as it relates to COVID-19 pandemic measures.

I spoke with employer and worker representatives during this inspection. I reviewed compliance with the Workers Compensation Act (WCA) and the Occupational Health and Safety Regulation (OHSR). An order has been issued as a result of this inspection. Corrective action is required, review the ORDER/ITEMS and Regulations Referenced sections of this report for details.

On March 04, 2021, I conducted a remote inspection of this employer's COVID-19 Safety Plan and associated implementation, as documented in this WorkSafeBC Inspection Report.

Prior to commencing the inspection, I confirmed the employer's bio-security protocols and followed their direction for bio-security measures.

OBSERVATIONS:

The following notes provide a summary of my observations and the discussions held with employer and worker representatives.

- I conducted a self-screening assessment for COVID-19 symptoms and risk factors, prior to visiting the site.
- bio-security measures were implemented prior to conduct the inspection.
- I conducted a physical site visit of the farm, using personal protective equipment including, but not limited to: impermeable coveralls, N95 respirator, safety goggles, nitril gloves and rubber boots.
- No entry was made to the mink enclosure. An evaluation of the employer's bio-security precautions was part of a discussion on site.
- Following the inspection, decontamination protocols were followed prior to leaving the site.

Most observations were consistent with the discussions held during the remote inspection on March 04, 2021, as documented in this Inspection Report.

- The employer has implemented a COVID-19 Safety Plan and protocols.
- There has been review and updates of the plan as the pandemic has progressed.
- The employer has been conducting and recording daily health checks.
- Access to the workplace has been restricted. The employer has established two zones. Zone A - Critical Zone and Zone B - Non-Critical Zone.
- The employer has limited the number of workers involved in direct feeding, care and handling of mink. Currently there are breeding activities in progress (more workers required).
- Workers are normally able to spread out and maintain adequate physical distancing.
- The employer has COVID-19 plans and procedures in place for workers to follow regarding sanitizing, personal protective equipment and laundry requirements.
- Hand washing, sanitizing and some boot cleaning stations were available.

Issues discussed with the employer during this inspection has resulted in a corrective order outlined and detailed on the following pages. Refer to order one of this inspection report for further information.

AgSafe

The employer is encouraged to contact the AgSafe for assistance.

AgSafe Office

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079
Email: contact@agsafebc.ca

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services WorkSafeBC
Abbotsford, BC Office 604 556-2046
Fax 604 556-2077

ORDERS/ITEMS

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 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)
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The employer has not fully implemented requirements as identified in the following procedures:

COVID Pandemic Ranch Protocols - Zone A - Critical Zone (Dated March 01, 2021):
Zone A Procedures and Protocols: COVID Negative

- procedures identify that hands must be washed and sanitized before entering and leaving the donning and doffing station. Currently workers are only sanitizing their hands in the donning and doffing station. No hand washing facilities have been provided in the donning and doffing station.
- procedures identify that a 3 layer medical mask with a fitted pull-up mask or N95 mask be used. Currently workers are only using a blue medical mask. One work was observed wearing a N95 Mask.

This is in contravention of the Occupational Health and Safety Regulation Section 5.2(c).

If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent.

Measures to Ensure Compliance:

The employer must ensure that they are following their zone requirements as set out in their COVID Pandemic Ranch Protocols, specifically as it relates to Zone A.

The employer will need to provided compliance information by **March 09, 2021**. A follow up will be conduct with this employer on Friday **March 09, 2021**.

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>WCA21(1)</p> <hr/> <p>Every employer must ensure the health and safety of:</p> <ul style="list-style-type: none"> (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 <p>(b) comply with the OHS provisions, the regulations and any applicable orders.</p>	<p>Reference for Employer</p>
<p>WCA21(2)</p> <hr/> <p>Without limiting subsection (1), an employer must</p> <ul style="list-style-type: none"> (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 <ul style="list-style-type: none"> (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. 	<p>Reference for Employer</p>

Reference	Details Discussed
<p>OHS3.3</p> <p>The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:</p> <p>(a) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers,</p> <p>(b) provision for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found,</p> <p>(c) appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation,</p> <p>(d) provision for holding periodic management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action,</p> <p>(e) provision for the prompt investigation of incidents to determine the action necessary to prevent their recurrence,</p> <p>(f) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and</p> <p>(g) provision by the employer for the instruction and supervision of workers in the safe performance of their work.</p>	Reference for Employer
<p>OHS4.85(1)</p> <p>Except as provided by subsection (2), the employer must ensure that a sufficient number of plumbed washroom facilities are readily available for workers.</p>	Reference for Employer
<p>OHS3.12(1)</p> <p>A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.</p>	Reference for Employer
<p>OHS3.12(2)</p> <p>A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.</p>	Reference for Employer

Reference	Details Discussed
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer
OHS5.2 If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means, (b) the information required by paragraph (a) is clearly communicated to the worker, (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and (d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.	Reference for Employer

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

Employer #	Mailing Address	Classification Unit #	Operating Location
449233	s. 22 LANGLEY BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		30	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Joseph Williams	Joseph Williams	s. 22	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 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.

WILLIAMS FUR FARM LTD

s. 22

LANGLEY BC s. 22

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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 #202116652027A

Employer Name	Jobsite Inspected	Scope of Inspection
RIPPIN FUR FARM LTD	s. 22 Langley BC V4W	Partial Inspection related to COVID-19

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Mar 05, 2021	Mar 05, 2021	Mar 09, 2021	Email

THERE IS ONE (1) ORDER OR OTHER ITEM OUTSTANDING

ACTION REQUIRED

Summary of Orders or other Items

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

Order/Item No.1 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)
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ORDER STATUS LEGEND

Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled – No Further Action Required

INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

I attended this workplace, accompanied by an Environmental Health Officer from Fraser Health Authority, as it relates to COVID-19 pandemic measures.

I spoke with employer representatives during this inspection. No worker representative available on site. I reviewed compliance with the Workers Compensation Act (WCA) and the Occupational Health and Safety Regulation (OHSR). One order has been issued as a result of this inspection. Corrective action is required, review the ORDER/ITEMS and Regulations Referenced sections of this report for details.

On March 05, 2021, I conducted a remote inspection of this employer's COVID-19 Safety Plan, protocols and associated implementation, as documented in this WorkSafeBC Inspection Report.

Prior to commencing the inspection, I confirmed the employer's bio-security protocols and followed their direction for bio-security measures.

OBSERVATIONS:

The following notes provide a summary of my observations and the discussions held with employer representative.

- I conducted a self-screening assessment for COVID-19 symptoms and risk factors, prior to visiting the site.
- bio-security measures were implemented prior to conduct the inspection.
- I conducted a physical site visit of the farm, using personal protective equipment including, but not limited to: impermeable coveralls, N95 respirator, safety goggles, gloves and rubber boots.
- No entry was made to the mink enclosure. An evaluation of the employer's bio-security precautions was part of a discussion on site.
- Following the inspection, decontamination protocols were followed prior to leaving the site.

Most observations were consistent with the discussions held during the remote inspection on March 05, 2021, as documented in this Inspection Report.

- The employer has implemented a COVID-19 Safety Plan and protocols.
- The employer has been conducting and recording daily health checks.
- Access to the workplace has been restricted. The employer has established three zones. Zone 1 (clean), Zone 2 (non-restricted), Zone 3 (restricted).
- The employer has limited the number of workers involved in direct feeding, care and handling of mink. Currently there are breeding activities in progress (more workers required).
- Workers are normally able to spread out and maintain adequate physical distancing.
- The employer has COVID-19 plans and procedures in place for workers to follow regarding sanitizing, personal protective equipment and laundry requirements.
- Hand washing, sanitizing and some boot cleaning stations were available. No hand washing station in the doffing area.

Issues discussed with the employer during this inspection has resulted in a corrective order outlined and detailed on the following pages. Refer to order one of this inspection report for further information.

AgSafe

The employer is encouraged to contact the AgSafe for assistance.

AgSafe Office

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079
Email: contact@agsafebc.ca

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services WorkSafeBC
Abbotsford, BC Office 604 556-2046
Fax 604 556-2077

ORDERS/ITEMS

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 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.2(c)
<p>The employer has not fully implemented requirements as identified in the following Protocols:</p> <p>COVID Safety Plan and Protocols (Amended) (Dated March 01, 2021) and AgSafe Mink: PPE Doffing Station Procedures:</p> <p>- the employer's plan and protocols identify that the doffing stations have been setup according to AgSafe PPE Procedures. The AgSafe procedure identifies that a worker will go to the hand washing station and wash hands with warm water and soap for a minimum of 20 seconds. No hand washing facilities have been provided in the doffing station.</p> <p>This is in contravention of the Occupational Health and Safety Regulation Section 5.2(c).</p> <p>If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that</p> <p>(c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent.</p> <p><u>Measures to Ensure Compliance:</u></p> <p>The employer must ensure that they are following their protocols as set out in their COVID Safety Plan and Protocols (Amended) (Dated March 01, 2021) and AgSafe Mink: PPE Doffing Station Procedures specifically as it relates to hand washing in the doffing station.</p> <p>The employer will need to provided compliance information by March 12, 2021. A follow up will be conduct with this employer on Friday March 12, 2021.</p>		

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>WCA21(1)</p> <p>Every employer must ensure the health and safety of:</p> <ul style="list-style-type: none"> (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 <p>(b) comply with the OHS provisions, the regulations and any applicable orders.</p>	Reference for Employer
<p>WCA21(2)</p> <p>Without limiting subsection (1), an employer must</p> <ul style="list-style-type: none"> (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 <ul style="list-style-type: none"> (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. 	Reference for Employer

Reference	Details Discussed
<p>OHS3.3</p> <p>The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:</p> <p>(a) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers,</p> <p>(b) provision for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found,</p> <p>(c) appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation,</p> <p>(d) provision for holding periodic management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action,</p> <p>(e) provision for the prompt investigation of incidents to determine the action necessary to prevent their recurrence,</p> <p>(f) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and</p> <p>(g) provision by the employer for the instruction and supervision of workers in the safe performance of their work.</p>	Reference for Employer
<p>OHS4.85(1)</p> <p>Except as provided by subsection (2), the employer must ensure that a sufficient number of plumbed washroom facilities are readily available for workers.</p>	Reference for Employer
<p>OHS3.12(1)</p> <p>A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.</p>	Reference for Employer
<p>OHS3.12(2)</p> <p>A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.</p>	Reference for Employer

Reference	Details Discussed
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer
OHS5.2 If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means, (b) the information required by paragraph (a) is clearly communicated to the worker, (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and (d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.	Reference for Employer

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Employer #	Mailing Address	Classification Unit #	Operating Location
309145	PO BOX 1118 STN ALDERGROVE ALDERGROVE BC V4W 2V1	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		1	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Randy Rippen	Randy Rippen	Not Available	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 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.

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

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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 #202116652028A

Employer Name	Jobsite Inspected	Scope of Inspection
RIPPIN FUR FARM LTD	s. 22 Langley BC V4W	Partial General Health and Safety Inspection

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Mar 05, 2021	Mar 05, 2021	Mar 09, 2021	Email

THERE IS ONE (1) ORDER OR OTHER ITEM OUTSTANDING

ACTION REQUIRED

Summary of Orders or other Items

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

Order/Item No.1 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.26
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ORDER STATUS LEGEND

Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled – No Further Action Required

INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

This Health and Safety inspection was conducted on March 05, 2021, to determine the extent of compliance with the Workers Compensation Act and the Occupational Health and Safety Regulation. The following comments are noted with regard to: Scope of inspection, deficiencies and discussions at the workplace.

The employer representative was available on site to assist in an inspection with Officer Brian Wiens and Fraser Health, Environmental Safety Officer. The employer has approximately 4 workers that work at this site. No workers were available at the time of this inspection or observed working at the work site at the time of this inspection.

Issues discussed with the employer during this inspection resulted in a corrective order outlined and detailed on the following pages.

AgSafe

The employer is encouraged to contact the AgSafe for assistance.

AgSafe Office

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If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2046
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ORDERS/ITEMS

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Orders/Items - Full Details

Order/Item No.1 <input type="checkbox"/>	Status: Outstanding	Cited: OHS5.26
<p>I observed containers of gasoline stored in the Zone one area (building with change area and washroom) where workers work. The employer has not properly designated, designed and maintained a storage area for the gasoline containers.</p> <p>This is in contravention of the Occupational Health and Safety Regulation Section 5.26.</p> <p>The designated storage area for a hazardous substance must be:</p> <ul style="list-style-type: none"> (a) designed and constructed to provide for the safe containment of the contents, (b) clearly identified by signs, placards or similar means, (c) designed and maintained to allow the safe movement of workers, equipment and material, (d) provided with adequate ventilation and lighting, and (e) in a location not normally occupied by workers, and not in a location such as a lunchroom, eating area, change room, clothing storage locker or passenger compartment of a vehicle. <p><u>Measures to Ensure Compliance:</u></p> <p>The employer must ensure that a designated storage area is set up the containers of gasoline. The employer will need to provide evidence to Officer Brian Wiens that the gasoline containers have been properly stored.</p> <p>A follow up will take place with the employer by March 12, 2021, to ensure compliance has been achieved.</p>		

REFERENCES

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Reference	Details Discussed
OHS5.27(1) When a flammable gas or a flammable liquid is handled, used or stored, all sources of ignition must be eliminated or adequately controlled.	As discussed with the employer representative.

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Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Randy Rippin	Randy Rippin	Not Available	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 hrs

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 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 #202116652029A		
Employer Name	Jobsite Inspected	Scope of Inspection
WILLIAMS FUR FARM LTD	s. 22 Aldergrove BC s. 22	Partial Inspection Related to COVID-19 Safety Plan & Protocols

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Mar 09, 2021	Mar 09, 2021	Mar 10, 2021	Email

THERE IS ONE (1) ORDER OR OTHER ITEM OUTSTANDING

ACTION REQUIRED

Summary of Orders or other Items		
See "Orders/Items – Full Details" section of this Inspection Report for orders/items cited		
Order/Item No.1 <input type="checkbox"/>	Status: Outstanding	Cited: WCA21(1)(a)

ORDER STATUS LEGEND	
Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled – No Further Action Required

INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

I attended this workplace, accompanied by an Environmental Health Officer from Fraser Health Authority, as it relates to COVID-19 pandemic measures.

I spoke with employer representative during this inspection. I reviewed compliance with the Workers Compensation Act (WCA) and the Occupational Health and Safety Regulation (OHSR). Refer to the Regulations Referenced Section for further information.

On March 09, 2021, I conducted a remote inspection of this employer's COVID-19 Safety Plan and associated implementation, as documented in this WorkSafeBC Inspection Report.

Prior to commencing the inspection, I confirmed the employer's bio-security protocols and followed their direction for bio-security measures.

Steps taken during this inspection:

- I conducted a self-screening assessment for COVID-19 symptoms and risk factors, prior to visiting the site.
- bio-security measures were implemented prior to conduct the inspection.
- I conducted a physical site visit of the farm, using personal protective equipment including, but not limited to: impermeable coveralls, N95 respirator, safety goggles, gloves and rubber boots.
- No entry was made to the mink enclosure. An evaluation of the employer's bio-security precautions was part of a discussion on site.
- Following the inspection, decontamination protocols were followed prior to leaving the site.

Observations:

The following notes provide a summary of my observations and the discussions held with employer representatives.

Most observations were consistent with the discussions held during the remote inspection on March 09, 2021, as documented in this Inspection Report.

- The employer has implemented a COVID-19 Safety Plan and protocols.
- There has been review and updates of the plan as the pandemic has progressed.
- The employer has been conducting and recording daily health checks. This includes but not limited to:
 - * temperature check
 - * COVID screening questionnaire (The health checks are recorded on a daily bases)
- Access to the workplace has been restricted. The employer has established two zones. Zone A - Critical Zone and Zone B - Non-Critical Zone.
- The employer has limited the number of workers involved in direct feeding, care and handling of mink. Currently there are breeding activities in progress (more workers required).
- The use of N95 in Zone A and Surgical Masks in Zone B.
- Eye protection is being used (safety glasses)
- Workers are normally able to spread out and maintain adequate physical distancing.
- The employer has COVID-19 plans and procedures in place for workers to follow regarding sanitizing, personal protective equipment, donning and doffing station and laundry requirements.
- Hand washing, sanitizing and boot cleaning stations were available.
- Occupancy signage posted throughout the site.

The employer is reminder to ensure they follow their COVID-19 Safety Plan and COVID Pandemic Ranch Protocols when conducting work activities at this work site.

Issues discussed with the employer during this inspection resulted in a corrective order outlined and detailed on the following pages. Refer to order one of this inspection report for further information.

AgSafe

The employer is encouraged to contact the AgSafe for assistance.

AgSafe Office

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079
Email: contact@agsafebc.ca

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services WorkSafeBC
Abbotsford, BC Office 604 556-2046
Fax 604 556-2077

ORDERS/ITEMS

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 <input type="checkbox"/>	Status: Outstanding	Cited: WCA21(1)(a)
<p>It was determined during this inspection that effective COVID-19 protocols had not been implemented at this work site. This is evidenced by:</p> <p>* A feed cart travels between Zone A and Zone B without being effectively disinfected prior to entering and leaving each Zone (Zone A and B).</p> <p>This is in contravention of the Workers Compensation Act Section 21 (1)(a).</p> <p>Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.</p> <p><u>Measures to Ensure Compliance:</u> This employer must:</p> <p>1) Establish an effective disinfecting process for the feed cart that travels between the two Zones (Zone A and B).</p> <p>The employer must have a system to ensure their safety plan and protocols can be effectively implemented. (for example conducting inspections). The employer will also need to ensure that any changes or additions to their protocols, maps and plan have been up-dated and made aware to all workers.</p> <p>The employer will need to provided compliance information by March 13, 2021. A follow up will be conduct with this employer on Friday March 13, 2021.</p>		

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>WCA21(1)</p> <p>Every employer must ensure the health and safety of:</p> <ul style="list-style-type: none"> (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 <p>(b) comply with the OHS provisions, the regulations and any applicable orders.</p>	Reference for Employer
<p>WCA21(2)</p> <p>Without limiting subsection (1), an employer must</p> <ul style="list-style-type: none"> (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 <ul style="list-style-type: none"> (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. 	Reference for Employer

Reference	Details Discussed
<p>OHS3.3</p> <p>The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:</p> <p>(a) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers,</p> <p>(b) provision for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found,</p> <p>(c) appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation,</p> <p>(d) provision for holding periodic management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action,</p> <p>(e) provision for the prompt investigation of incidents to determine the action necessary to prevent their recurrence,</p> <p>(f) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and</p> <p>(g) provision by the employer for the instruction and supervision of workers in the safe performance of their work.</p>	Reference for Employer
<p>OHS4.85(1)</p> <p>Except as provided by subsection (2), the employer must ensure that a sufficient number of plumbed washroom facilities are readily available for workers.</p>	Reference for Employer
<p>OHS3.12(1)</p> <p>A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.</p>	Reference for Employer
<p>OHS3.12(2)</p> <p>A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.</p>	Reference for Employer

Reference	Details Discussed
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer
OHS5.2 If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means, (b) the information required by paragraph (a) is clearly communicated to the worker, (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and (d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.	Reference for Employer

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

Employer #	Mailing Address	Classification Unit #	Operating Location
449233	s. 22 LANGLEY BC V2Z 3A5	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		5	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Matthew Williams	Matthew Williams	Not Available	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 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.

WILLIAMS FUR FARM LTD

s. 22

LANGLEY BC s. 22

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 #202116652030A

Employer Name	Jobsite Inspected	Scope of Inspection
DOGWOOD FUR FARMS LTD.	s. 22 Langley BC s. 22	Partial Inspection Related to COVID-19 Safety Plan

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Mar 10, 2021	Mar 10, 2021	Mar 12, 2021	Email

THERE IS ONE (1) ORDER OR OTHER ITEM OUTSTANDING

ACTION REQUIRED

Summary of Orders or other Items

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

Order/Item No.1 <input type="checkbox"/>	Status: Outstanding	Cited: WCA21(1)(a)
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ORDER STATUS LEGEND

Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled – No Further Action Required

INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

I attended this workplace, accompanied by an Environmental Health Officer from Fraser Health Authority, as it relates to COVID-19 pandemic measures.

I spoke with employer representative during this inspection. I reviewed compliance with the Workers Compensation Act (WCA) and the Occupational Health and Safety Regulation (OHSR). Refer to the Regulations Referenced Section for further information.

On March 10, 2021, I conducted a remote inspection of this employer's COVID-19 Safety Plan and associated implementation, as documented in this WorkSafeBC Inspection Report.

Prior to commencing the inspection, I confirmed the employer's bio-security protocols and followed their direction for bio-security measures.

Steps taken during this inspection:

- I conducted a self-screening assessment for COVID-19 symptoms and risk factors, prior to visiting the site.
- bio-security measures were implemented prior to conduct the inspection.
- I conducted a physical site visit of the farm, using personal protective equipment including, but not limited to: impermeable coveralls, N95 respirator, safety goggles, gloves and rubber boots.
- No entry was made to the mink enclosure. An evaluation of the employer's bio-security precautions was part of a discussion on site.
- Following the inspection, decontamination protocols were followed prior to leaving the site.

Observations:

The following notes provide a summary of my observations and the discussions held with employer representatives.

Most observations were consistent with the discussions held during the remote inspection on March 10, 2021, as documented in this Inspection Report.

- The employer has implemented a COVID-19 Safety Plan and protocols.
- There has been review and updates of the plan as the pandemic has progressed.
- Access to the workplace has been restricted. The employer has established two zones. Zone A - Restricted Area and Zone B - Non-Restricted Area.
- The employer has limited the number of workers involved in direct feeding, care and handling of mink. Currently there are breeding activities in progress (more workers required).
- The use of N95 in Zone A
- Eye protection is being used (face shield). Has been testing other forms of eye protection.
- Workers are normally able to spread out and maintain adequate physical distancing.
- The employer has COVID-19 plans and procedures in place for workers to follow regarding sanitizing, personal protective equipment, donning and doffing station and laundry requirements.
- Hand washing, sanitizing and boot cleaning stations were available.

The employer is reminder to ensure they follow their COVID-19 Safety Plan and COVID Protocols when conducting work activities at this work site.

Issues discussed with the employer during this inspection resulted in a corrective order outlined and detailed on the following pages. Refer to order one of this inspection report for further information.

AgSafe

The employer is encouraged to contact the AgSafe for assistance.

AgSafe Office

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079
Email: contact@agsafebc.ca

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services WorkSafeBC
Abbotsford, BC Office 604 556-2046
Fax 604 556-2077

ORDERS/ITEMS

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 <input type="checkbox"/>	Status: Outstanding	Cited: WCA21(1)(a)
<p>It was determined during this inspection that effective COVID-19 protocols had not been implemented at this work site. This is evidenced by:</p> <p>* A feed cart travels between Zone A and Zone B without being effectively disinfected prior to entering and leaving each Zone (Zone A and B).</p> <p>This is in contravention of the Workers Compensation Act Section 21 (1)(a).</p> <p>Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.</p> <p><u>Measures to Ensure Compliance:</u> This employer must:</p> <p>1) Establish an effective disinfecting process for the feed cart that travels between the two Zones (Zone A and B).</p> <p>The employer must have a system to ensure their safety plan and protocols can be effectively implemented. (for example conducting inspections). The employer will also need to ensure that any changes or additions to their protocols, maps and plan have been up-dated and made aware to all workers.</p> <p>The employer will need to provided compliance information by March 18, 2021. A follow up will be conduct with this employer on Friday March 18, 2021.</p>		

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>WCA21(1)</p> <p>Every employer must ensure the health and safety of:</p> <ul style="list-style-type: none"> (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 <p>(b) comply with the OHS provisions, the regulations and any applicable orders.</p>	Reference for Employer
<p>WCA21(2)</p> <p>Without limiting subsection (1), an employer must</p> <ul style="list-style-type: none"> (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 <ul style="list-style-type: none"> (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. 	Reference for Employer

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

Reference	Details Discussed
<p>OHS3.3</p> <p>The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:</p> <p>(a) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers,</p> <p>(b) provision for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found,</p> <p>(c) appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation,</p> <p>(d) provision for holding periodic management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action,</p> <p>(e) provision for the prompt investigation of incidents to determine the action necessary to prevent their recurrence,</p> <p>(f) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and</p> <p>(g) provision by the employer for the instruction and supervision of workers in the safe performance of their work.</p>	<p>Reference for Employer</p>
<p>OHS4.85(1)</p> <p>Except as provided by subsection (2), the employer must ensure that a sufficient number of plumbed washroom facilities are readily available for workers.</p>	<p>Reference for Employer</p>
<p>OHS3.12(1)</p> <p>A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.</p>	<p>Reference for Employer</p>
<p>OHS3.12(2)</p> <p>A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.</p>	<p>Reference for Employer</p>

Reference	Details Discussed
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer
OHS5.2 If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means, (b) the information required by paragraph (a) is clearly communicated to the worker, (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and (d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.	Reference for Employer

Employer #	Mailing Address	Classification Unit #	Operating Location
200200024	s. 22 ALDERGROVE BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		4	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Kurt Bernemann	Kurt Bernemann	Not Available	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
4 hrs	1 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.

DOGWOOD FUR FARMS LTD.

s. 22

ALDERGROVE BC s. 22

6951 Westminster Highway, Richmond, BC
Mailing Address: PO Box 5350 Str 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 #202116652030B

Employer Name	Jobsite Inspected	Scope of Inspection
DOGWOOD FUR FARMS LTD.	s. 22 Langley BC s. 22	Partial Inspection Related to COVID-19 Safety Plan

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Mar 10, 2021	Mar 17, 2021	Mar 17, 2021	Email

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 <input checked="" type="checkbox"/>	Status: Complied	Cited: WCA21(1)(a)
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ORDER STATUS LEGEND

Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled – No Further Action Required

INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

This was a follow-up inspection to authenticate appropriate compliance with the order noted.

The employer representative for this employer provided compliance information to Officer Brian Wiens on March 16, 2021, in relation to achieving compliance with a previous order noted in initiating inspection report 202116652030A. A site inspection will be conducted in the near future to follow up with the employer as it relates to the compliance provided information.

Refer to order one of this inspection report for further information.

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2064
Fax 604 556-2077

ORDERS/ITEMS

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 <input checked="" type="checkbox"/>	Status: Complied	Cited: WCA21(1)(a)
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Progress towards compliance:

Mar 17, 2021 - Compliance Status March 17, 2021:

Compliance is being achieved. The employer has provided evidence of a system to ensure an effective disinfecting process for the feed cart that travels between the two Zones (Zone A and B) at this work site.

This is in compliance with the Workers Compensation Act Section 21(1)(a)

Initiating order:

Mar 10, 2021 - It was determined during this inspection that effective COVID-19 protocols had not been implemented at this work site. This is evidenced by:

* A feed cart travels between Zone A and Zone B without being effectively disinfected prior to entering and leaving each Zone (Zone A and B).

This is in contravention of the Workers Compensation Act Section 21 (1)(a).

Every employer must ensure the health and safety of all workers working for that employer, and any other workers present at a workplace at which that employer's work is being carried out.

Measures to Ensure Compliance:

This employer must:

1) Establish an effective disinfecting process for the feed cart that travels between the two Zones (Zone A and B).

The employer must have a system to ensure their safety plan and protocols can be effectively implemented. (for example conducting inspections). The employer will also need to ensure that any changes or additions to their protocols, maps and plan have been up-dated and made aware to all workers.

The employer will need to provided compliance information by **March 18, 2021**. A follow up will be conduct with this employer on Friday March 18, 2021.

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

Employer #	Mailing Address	Classification Unit #	Operating Location
200200024	s. 22 ALDERGROVE BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		4	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Kurt Bernemann	Kurt Bernemann	s. 22	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 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.

DOGWOOD FUR FARMS LTD.

s. 22

ALDERGROVE BC s. 22

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 Mailing Address: PO Box 5350 Stn Terminal, Vancouver BC, V6B 5L5
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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 #202116652031A		
Employer Name	Jobsite Inspected	Scope of Inspection
RICK'S MINK RANCH LTD.	s. 22 Abbotsford BC s. 22	Partial Inspection related to COVID-19

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Mar 15, 2021	Mar 15, 2021	Mar 17, 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 inspection was initiated as part of WorkSafeBC's COVID-19 Inspection Initiative. The purpose of this inspection is to review this employer's response to the current COVID-19 pandemic in relation to worker health and safety and determine if this employer is still in operation as it relates to mink farming at this workplace.

On March 15, 2021, an inspection was conducted by Officers Brian Wiens. A phone call conversation was held with a representative of this employer. The employer representative authorized access to the property to conduct an inspection. I entered the employer's property (gate open) located at s. 22 [REDACTED], Abbotsford. I drove around the site to discover that there is no mink farming activities taking place at this location as it relates to this inspection.

The following information is for reference by this employer (if the employer intends on conducting further work activities at this workplace):

COVID-19 is an infectious disease that spreads primarily through contact with an infected person when they cough or sneeze or when a person touches a surface or object that has the virus on it and then touches their eyes, nose or mouth. Symptoms include fever, chills, new or worsening cough, shortness of breath, sore throat, and muscle aches or headache, and may take up to 14 days to appear after exposure to COVID-19.

Employers are required by section 21(2)(c) of the Workers Compensation Act to establish occupational health and safety policies and programs in accordance with the Occupational Health and Safety Regulation (OHSR). The Provincial Health Officer (PHO) has directed that, in accordance with this requirement, employers must have a COVID-19 Safety Plan to assess the risk of exposure at their workplace and implement measures to keep workers safe. If a formal plan is not already in place prior to operation, an employer is expected to develop it while protecting the safety of workers.

Developing a COVID-19 Safety Plan:

A COVID-19 Safety Plan must include policies, guidelines, and procedures to reduce the risk of COVID-19 transmission in the workplace. Employers must involve frontline workers, joint health and safety committees, and supervisors in identifying protocols for their workplace.

The employer is referred to the new Provincial Health Order pertaining to Workplace Safety issued - November 11, 2020. The new order states:

1. Employers must review their COVID-19 Safety Plans to ensure that they adequately protect workers from the transmission of COVID-19 in the workplace and are consistent with WorkSafeBC requirements.
2. An employer of a worker who is working in a workplace other than the worker's private residence must ensure that the worker has done a daily health check for the symptoms of COVID-19.
3. If an employer is not satisfied that a worker has done a daily health check the employer must not permit the worker to work at the workplace.
4. Employers should encourage workers to work from their private residence if feasible, unless there is a preference on the part of the employer or the worker for the worker to work at the workplace.
5. Employers must ensure that their COVID-19 Safety Plan includes measures to prevent workers from crowding together or congregating in higher risk spaces, including offices, processing areas, lunchrooms, changing areas, bathrooms and break rooms.

Mask requirements:

As of November 20, 2020, employers are expected to enforce the mandatory mask policy with both employees and customers. A customer can be refused entry or service if they do not wear a mask.

Masks at workplaces - Masks are required in all workplaces for shared work areas and areas where physical distancing cannot be maintained. This includes:

- Lunchrooms
- Break rooms
- Offices
- Mixing and grinding areas (feed processing)

WorkSafeBC has created the following resources to assist with the development of this plan. Note, these resources can be found on www.worksafebc.com.

- A guide to reducing the risk of COVID-19 which outlines the following six steps:
 1. Identify where COVID exposure arises in your workplace and assess the risks,
 2. Implement control measures/protocols to reduce the risks, starting with the highest level of protection and moving down as appropriate,
 3. Develop policies that include your protocols,
 4. Develop communication plans and training on the policies,
 5. Monitor policy implementation and update policy as needed, and
 6. Assess and address risks related specifically to resuming operations.
- COVID-19 Safety Plan template that can be used to document the employer's Safety Plan.
- Industry-specific protocols can be reviewed to assess which are relevant to your industry. Note, guidance for additional sectors will be posted on www.worksafebc.com as they become available.
- Health and safety resources such as workplace posters, information on cleaning and hygiene practices, and guidance on the selection and use of masks.

In accordance with PHO order:

- This Safety Plan must be posted on the employer's website, if one exists, and at the employer's workplace.
- The employer is to provide a copy of the plan to a WorkSafeBC officer on request.

It is to be noted that:

- Workers in B.C. have the right to refuse unsafe work if they believe it presents an undue hazard. WorkSafeBC Guideline - G3.12 "Refusal of unsafe work" provides information about work refusals, including a flowchart illustrating the right to refuse process. Employers must immediately investigate reports of unsafe work and ensure that any necessary corrective action is taken without delay.
- Mental health is just as important as physical health and it is important to take measures to support mental well-being. Workers in the workplace may also be affected by the anxiety and uncertainty created by the COVID-19 situation. See Available Resources.

Available COVID-19 Resources:

WorkSafeBC:

- COVID-19 information and resources: <https://www.worksafebc.com/en/about-us/covid-19-updates>
- Preventing exposure to COVID-19 in the workplace A guide for employers:
<https://www.worksafebc.com/en/resources/about-us/guides/preventing-exposure-to-covid-19-in-the-workplace?lang=en>
- Guide to reducing the risk of COVID-19:
<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>
- COVID-19 Safety Plan template:
<https://www.worksafebc.com/en/resources/health-safety/checklist/covid-19-safety-plan?lang=en>

Government of BC:

- BC's Restart Plan:

<https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support/bc-restart-plan>

- COVID-19 Orders, Notices & Guidance:

<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus>

- Managing COVID-19 Stress, Anxiety & Depression:

<https://www2.gov.bc.ca/gov/content/health/managing-your-health/mental-health-substance-use/managing-covid-stress>

Other:

- BC Centre for Disease Control: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
- HealthLink BC: <https://www.healthlinkbc.ca/>
- Canadian Mental Health Association Stay Well in Uncertain Times: <https://cmha.bc.ca/covid-19/>

AgSafe

The employer is encouraged to contact the AgSafe for assistance.

AgSafe Office

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079
Email: contact@agsafebc.ca

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2046
Fax 604 556-2077

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>WCA21(1)</p> <p>Every employer must ensure the health and safety of:</p> <ul style="list-style-type: none"> (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 <p>(b) comply with the OHS provisions, the regulations and any applicable orders.</p>	<p>Reference for Employer</p>
<p>WCA21(2)</p> <p>Without limiting subsection (1), an employer must</p> <ul style="list-style-type: none"> (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 <ul style="list-style-type: none"> (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. 	<p>Reference for Employer</p>

Reference	Details Discussed
<p>OHS3.3</p> <p>The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:</p> <p>(a) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers,</p> <p>(b) provision for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found,</p> <p>(c) appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation,</p> <p>(d) provision for holding periodic management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action,</p> <p>(e) provision for the prompt investigation of incidents to determine the action necessary to prevent their recurrence,</p> <p>(f) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and</p> <p>(g) provision by the employer for the instruction and supervision of workers in the safe performance of their work.</p>	Reference for Employer
<p>OHS4.85(1)</p> <p>Except as provided by subsection (2), the employer must ensure that a sufficient number of plumbed washroom facilities are readily available for workers.</p>	Reference for Employer
<p>OHS3.12(1)</p> <p>A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.</p>	Reference for Employer
<p>OHS3.12(2)</p> <p>A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.</p>	Reference for Employer

Reference	Details Discussed
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer
OHS5.2 If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means, (b) the information required by paragraph (a) is clearly communicated to the worker, (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and (d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.	Reference for Employer

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 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

Employer #	Mailing Address	Classification Unit #	Operating Location
876735	3133 188 ST SURREY BC V3Z 9V5	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		0	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Braydon Scheves	Braydon Scheves	Not Available	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 hrs

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RICK'S MINK RANCH LTD.
3133 188 ST
SURREY BC V3Z 9V5

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Inspection Report #202116652032A

Employer Name	Jobsite Inspected	Scope of Inspection
RICK'S MINK RANCH LTD.	s. 22 Langley BC s. 22	Partial Inspection related to COVID-19

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Mar 15, 2021	Mar 15, 2021	Mar 17, 2021	Email

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

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PLEASE READ FULL REPORT**

INSPECTION NOTES

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<https://www.worksafebc.com/en/resources/about-us/guides/preventing-exposure-to-covid-19-in-the-workplace?lang=en>
- Guide to reducing the risk of COVID-19:
<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>
- COVID-19 Safety Plan template:
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Government of BC:

- BC's Restart Plan:

<https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support/bc-restart-plan>

- COVID-19 Orders, Notices & Guidance:

<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus>

- Managing COVID-19 Stress, Anxiety & Depression:

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Other:

- BC Centre for Disease Control: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
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- Canadian Mental Health Association Stay Well in Uncertain Times: <https://cmha.bc.ca/covid-19/>

AgSafe

The employer is encouraged to contact the AgSafe for assistance.

AgSafe Office

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
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Email: contact@agsafebc.ca

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.

Brian Wiens
Occupational Safety Officer - Prevention Field Services
WorkSafeBC
Abbotsford, BC
Office 604 556-2046
Fax 604 556-2077

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.

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<p>WCA21(2)</p> <p>Without limiting subsection (1), an employer must</p> <ul style="list-style-type: none"> (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 <ul style="list-style-type: none"> (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. 	Reference for Employer

Reference	Details Discussed
<p>OHS3.3</p> <p>The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include:</p> <p>(a) a statement of the employer's aims and the responsibilities of the employer, supervisors and workers,</p> <p>(b) provision for the regular inspection of premises, equipment, work methods and work practices, at appropriate intervals, to ensure that prompt action is undertaken to correct any hazardous conditions found,</p> <p>(c) appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation,</p> <p>(d) provision for holding periodic management meetings for the purpose of reviewing health and safety activities and incident trends, and for the determination of necessary courses of action,</p> <p>(e) provision for the prompt investigation of incidents to determine the action necessary to prevent their recurrence,</p> <p>(f) the maintenance of records and statistics, including reports of inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and</p> <p>(g) provision by the employer for the instruction and supervision of workers in the safe performance of their work.</p>	<p>Reference for Employer</p>
<p>OHS4.85(1)</p> <p>Except as provided by subsection (2), the employer must ensure that a sufficient number of plumbed washroom facilities are readily available for workers.</p>	<p>Reference for Employer</p>
<p>OHS3.12(1)</p> <p>A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.</p>	<p>Reference for Employer</p>
<p>OHS3.12(2)</p> <p>A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Subsection 3.12(1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.</p>	<p>Reference for Employer</p>

Reference	Details Discussed
OHS3.12(3) A supervisor or employer receiving a report made under Subsection 3.12(2) must immediately investigate the matter.	Reference for Employer
OHS5.2 If a worker is or may be exposed to a chemical agent, or biological agent designated as a hazardous substance in section 5.1.1, which could cause an adverse health effect, the employer must ensure that (a) the identity of the chemical agent or biological agent, its possible effects on worker health and safety and any precautions required to protect the health and safety of the worker are clearly indicated by labels, MSDSs, or other similar means, (b) the information required by paragraph (a) is clearly communicated to the worker, (c) written procedures are prepared and implemented to eliminate or minimize a risk of exposure to a chemical agent or biological agent by any route that could cause an adverse health effect, and to address emergency and cleanup procedures in the event of a spill or release of a chemical agent or biological agent, and (d) the supervisor and the worker are trained in and follow the measures required in this Part and Part 6 of this Regulation for the safe handling, use, storage and disposal of the chemical agent or biological agent, including emergency and spill cleanup procedures.	Reference for Employer

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Telephone 604 276-3100 Toll Free 1-888-621-7233 Fax 604 276-3247

Employer #	Mailing Address	Classification Unit #	Operating Location
876735	3133 188 ST SURREY BC V3Z 9V5	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		0	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Braydon Scheves	Braydon Scheves	Not Applicable	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 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.

RICK'S MINK RANCH LTD.
3133 188 ST
SURREY BC V3Z 9V5

6951 Westminster Highway, Richmond, BC
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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 #202116652033A

Employer Name	Jobsite Inspected	Scope of Inspection
DARGATZ MINK RANCH LTD	s. 22 Chilliwack BC s. 22	COVID-19 Inspection

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Mar 16, 2021	Mar 16, 2021	Mar 17, 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

I attended this workplace, accompanied by an Environmental Health Officer from Fraser Health Authority, as it relates to COVID-19 pandemic measures.

I spoke with employer representative during this inspection. I reviewed compliance with the Workers Compensation Act (WCA) and the Occupational Health and Safety Regulation (OHSR). Refer to the Regulations Referenced Section for further information.

On March 16, 2021, I conducted a remote inspection of this employer's work site to determine if the site was in operation relating to mink farming.

Prior to commencing the inspection, I confirmed the employer's bio-security protocols and followed their direction for bio-security measures.

Steps taken during this inspection:

- I conducted a self-screening assessment for COVID-19 symptoms and risk factors, prior to visiting the site.
- bio-security measures were implemented prior to conduct the inspection.
- I conducted a physical site visit of the farm, using personal protective equipment including, but not limited to: impermeable coveralls, N95 respirator, safety goggles, gloves and rubber boots.
- No entry was made to the mink enclosure. An evaluation of the employer's bio-security precautions was part of a discussion on site.
- Following the inspection, decontamination protocols were followed prior to leaving the site.

Observations:

The following notes provide a summary of my observations and the discussions held with the employer representative.

- The mink enclosure and surrounding mink related buildings are still under quarantine (Animal Health Act Quarantine Zone Order). Posted on three sides of the enclosure.
- There are no live mink currently on site. As per my observation and discussion with the employer representative.
- The employer has protocols in place for when the farm is re-populated with mink.
- Access to the workplace has been restricted.
- Surgical Masks observed being worn.

The employer is reminded to follow their COVID-19 Safety Plan and COVID Pandemic Protocols when conducting work activities at this work site.

No orders issued at the time of this inspection.

AgSafe

The employer is encouraged to contact the AgSafe for assistance.

AgSafe Office

Suite #311, 9440 - 202 Street, Langley, BC Canada V1M 4A6
Toll Free: 1-877-533-1789, Phone: (604) 881-6078, Fax: (604) 881-6079
Email: contact@agsafebc.ca

For more information on Health and Safety issues please visit www.worksafebc.com

If you would like to discuss this inspection report or other safety related concerns you may have, please do not hesitate to contact me.



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INSPECTION REPORT
Worker and Employer Services Division
202116652033A

Brian Wiens
Occupational Safety Officer - Prevention Field Services WorkSafeBC
Abbotsford, BC Office 604 556-2046
Fax 604 556-2077

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>WCA21(1)</p> <p>Every employer must ensure the health and safety of:</p> <ul style="list-style-type: none"> (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 <p>(b) comply with the OHS provisions, the regulations and any applicable orders.</p>	Reference for Employer
<p>WCA21(2)</p> <p>Without limiting subsection (1), an employer must</p> <ul style="list-style-type: none"> (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 <ul style="list-style-type: none"> (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. 	Reference for Employer

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Employer #	Mailing Address	Classification Unit #	Operating Location
174866	s. 22 CHILLIWACK BC s. 22	701010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		3	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Kevin Dargatz	Kevin Dargatz	Not Available	

WorkSafeBC Officer Conducting Inspection	Contact Details	
Brian Wiens	Phone: (604) 556-2046	Email: Brian.Wiens@worksafebc.com

Inspection Time*	Travel Time*
0 hrs	0 hrs

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DARGATZ MINK RANCH LTD

s. 22

CHILLIWACK BC s. 22