

REPORT OF THE I.W.A. CANADA TASK FORCE ON BRITISH COLUMBIA COASTAL LOGGING OCCUPATIONAL HEALTH AND SAFETY



**Produced by I.W.A. Canada and
Local Unions 2171, 1-80, 1-85, 1-363 and 1-3567**

Summary Report

September 25, 2002

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1. Acknowledgments

This report has been produced by the I.W.A. Canada Forest Industry Safety Task Force for Coastal Logging Occupational Health and Safety. The Task force members are:

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Brother Menard is the I.W.A. Canada National Officer responsible for Occupational Health and Safety. He has represented I.W.A. Canada to the WCB, CLC and all other organizations. He has been a driving force in bringing Employee and Family Assistance Programs to I.W.A. and other workplaces

Jim Parker
Health and Safety Director
I.W.A. Canada Local 2171

Jim Parker has been Health and Safety Director of Local 1-217 in Vancouver since 1988 and has been Health and Safety Director of Local 2171 since the merger of the Vancouver Local and Local 1-71.

Jack Miller
Faller
I.W.A. Canada Local 2171

Member of I.W.A. Canada, Local 2171. 30 years in forest industry, ran skidders, worked from chokerman up to hooktender. Now a faller for 24 years. Employed at Nimpkish, Englewood Division - Canfor. Executive Board member of I.W.A. Canada Local 2171. Live in Port McNeill on Vancouver Island.

Al Lundgren
Faller
I.W.A. Canada Local 1-80

Al Lundgren has been a faller for over 25 years with an impeccable safety record. He has participated in the development of FallSafe and the Falling and Bucking Training Standard. He is a certified Wildlife Tree Assessor.

George Rogers
Health and Safety Director
I.W.A. Canada Local 1-85

Second Vice-President and Safety Director of I.W.A. Canada, Local 1-85. 34 years in forest industry. As a Safety Director I deal with all aspects of health and safety in the forest industry.

Steve Roberts
Grader operator and Safety Coordinator
I.W.A. Canada Local 1-85

Steve is a member of I.W.A. Canada, Local 1-85 and employed as Grader Operator and Safety Coordinator at Weyerhaeuser - Franklin operation for 30 years. Safety Committee member for 28 years. 30 years accident free.

Ron Schulz
Faller
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Ron has been employed by Weyerhaeuser as a faller since 1988. Started logging in 1978 working for MacMillan Bloedel. Worked for falling contractors for Crown Zellerbach and worked on Y & L for Crown Zellerbach and MacMillan Bloedel. Served on Safety and Camp committees for many years with 5 years as Camp Chairperson and Executive Board member of Local.

Les Veale
Health and Safety Director
I.W.A. Canada Local 1-3567

Les is Chair of the I.W.A. Canada National Safety Council and Third Vice President of I.W.A. Canada Local 1-3567.

Other persons who have contributed to the task force are Bob Patterson who initially chaired and coordinated the group, Sy Pederson, President of Local 363, Ted Klettke, Ken Marlatt and Ken Contini all of whom participated for periods as members.

We wish to acknowledge the participation and efforts of these individuals. The participating Local Unions and the I.W.A. Canada National office provided assistance and resources. The B.C. Workers' Compensation and the SAFER Council provided financial support for this project. Weyerhaeuser Canada, Canfor and Timberwest provided support by way of lost time wages for their employees participating in the Task Force.

2. EXECUTIVE SUMMARY

This project was spurred as a result of the ongoing fatal and severe injuries suffered by the workers in the British Columbia Coastal Logging Industry. While many industries have seen significant reductions in injury rates the same is not true of British Columbia Coastal Logging.

There have been a number of studies and initiatives over the years to address this issue but the carnage has proceeded apace. The past year has seen a heavy toll particularly among fallers. It is exceedingly clear that there has been a failure to improve the safety in this industry. This is borne out by the ongoing unacceptably high number of fatal injuries.

Historically logging has always been a hazardous occupation. A great deal of effort has gone in to making this industry safer. The Task Force has examined these efforts, collected research on the industry and conducted its' own research. We examined whether previous initiatives have identified true causes and whether recommendations have been acted upon. Our analysis of the previous initiatives indicates there have been significant barriers to effective change in the industry. These barriers include:

- Resistance to fundamental change on the part of stakeholders.
- The slow pace of change that is demonstrated by the delays in applying new standards and programs such as Faller and Bucker Certification.
- The failure of the major stakeholders to undertake a joint overall approach to OH&S in the Industry.
- Differences in the Industry between the Coast and the Interior of the province in terms of geography, harvesting methods, structure of the work and unionization.
- Economic and social challenges faced by the Forest Industry.
- Disparity in resources between larger employers and smaller ones.
- Recent trends towards fragmentation of employers Industry Associations.
- The cost and coordination required to bring about effective Industry wide change.
- A reluctance of employers to share OH&S resources for competitive reasons.
- A lack of public awareness or concern for the high level of occupational injury and disease in the logging industry.

There are also some distinct advantages the industry has in bringing about change. The advantages include:

- Strong organization and leadership of workers in the industry primarily through the I.W.A.
- Co-ordination of employers through Industry Associations.
- A desire of all parties to reduce the injuries to workers.

- A mandate on the part of the WCB to bring Industry stakeholders together to address their own prevention issues.
- The resources that some larger employers have and their ability to apply those resources to OH&S.
- The financial costs of occupational injury and disease.

The Task Force undertook direct discussions with workers, analyzed statistics, reviewed past and current OH&S initiatives and conducted a survey of the workers in the industry. The purpose of the survey was to determine from those people on the job what is working, what is not and their opinion as to what should be done. The survey sampled the opinions of our members in coastal logging. Their responses have been frank and insightful. The results of these five areas; statistics and accident reports, direct discussions by the Task Force with workers and others, review of past and current OH&S initiatives and the survey of the members in the field has been the information on which we have based our findings and recommendations. The findings of this undertaking are found in chapter 5 of this report.

The Task Force has made 29 recommendations for action by the stakeholders. We call upon the stakeholders to implement these recommendations without delay. We all have a moral obligation to prevent this horrible carnage to the workers in the logging industry.

The recommendations focus on the following directions;

For I.W.A. Canada we should

- Ensure that there are proper resources available to meet the needs of the membership in OH&S representation, education and advocacy.
- Ensure the “Basics” are in place in all of our work places. The basics include the presence of effective OH&S committees or representatives, OH&S education and Training, the establishment of an effective system of certification for logging occupations and formal safety training for all occupations.
- Communicate effectively with the membership on OH&S issues and services.
- Increase public awareness of the consequences of occupational injuries and illnesses to workers in the Forest Industry and logging in particular.
- Press for an OH&S Agency for the B.C. Forest Industry that is fully represented by the I.W.A. in all sectors where we represent workers.
- Continue to reject discipline in OH&S and for the occurrences of accidents or injuries.

For the WCB

- Proceed with Faller and Bucker certification.
- Expand certification to other occupations in logging
- Continue FallSafe and expand to other logging occupations.

- Diligently enforce the OH&S Regulation and ensure adequate resources to carry out inspections and enforcement in forestry operations.
- Support a fully representative OH&S Agency in the B.C. Forest Industry
- Investigate and prosecute for discouraging, impeding or dissuading workers from reporting occupational injuries or illnesses.
- Ensure detailed and timely information on injuries, fatalities and diseases are distributed to stakeholders.
- Not permit alternative harvesting methods that would result in an increased risk to workers.

For the Industry and Employers

- Participate in a representative OH&S Agency in the B.C. Forest Industry.
- Reject discipline in OH&S and for reporting accidents injury or illness.
- Provide safety management systems that include formal OH&S training for all workers.
- When a fatality occurs in the industry there should be a halt of production for one day in all work places to examine how that fatality occurred and how individual workplaces may improve their health and safety.

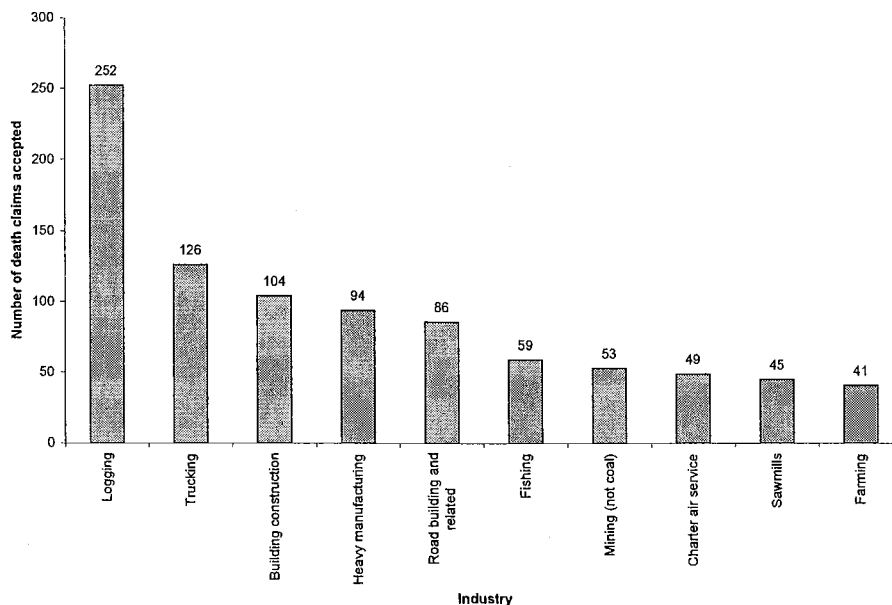
3. HISTORY AND BACKGROUND

Logging in Coastal British Columbia has a long history of severe accidents. In the early days of the industry fatally injured workers were often left to the side till the end of the workday when their body was brought out. Loggers have perceived themselves as a rough and tumble bunch that have chosen to work in a tough and hazardous occupation. Fatal and severe injuries have been perceived as a natural consequence of this hard occupation. This perception is recognized as one of the barriers to change.

Logging certainly involves some extreme hazards. Much of this hazard is the result of the fact the work involves the movement of very large objects in a highly varied environment. When a human body meets up with a tree, a limb, a log or a piece of equipment in an uncontrolled circumstance the physical consequence to that human body can be devastating.

The number of fatalities in logging during the period 1989 to 1998 was double that of the next most hazardous industry.¹ The particular occupations that experience the highest number of fatal injuries are falling, truck and vehicle drivers, skidder operators, and yarding and landing workers. Misconception of “low-risk” industries is discussed.

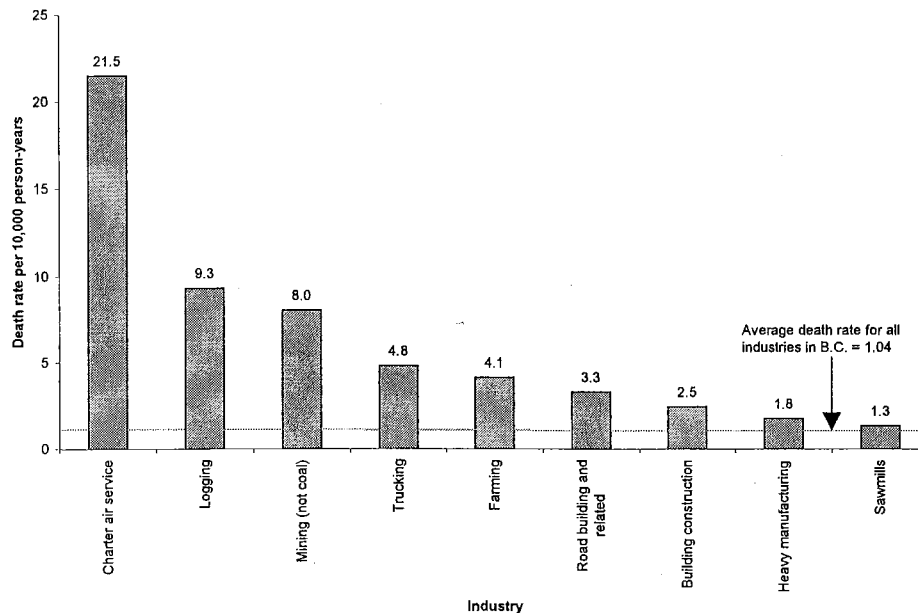
Number of work-related deaths in the top 10 high-risk industries in B.C., 1989–98



¹ WCB Lost Lives

Ten industries accounted for 909 (61%) of the 1,482 work-related deaths that occurred in B.C. from 1989 to 1998. All other industries combined had 573 deaths (39%). The logging industry had the highest number of deaths: 252 workers died in accidents that involved being struck by trees, logs, vehicles, or machinery.

Ten-year average death rates in the top nine* high-risk industries in B.C., 1989–98



Clearly the highest number of fatalities occur in logging. In considering the high rate of fatalities in charter air services it should be noted that many of those fatalities involve flying in to remote working locations and many of those locations are logging operations.

The terrain in Coastal B.C. is mountainous. Working on steep slopes creates hazards from the effects of gravity on the objects worked with trees and heavy machinery being unforgiving on human bodies. Timber is often large with a high percentage of old growth. Snags and other hazards in standing timber result in large numbers of injuries.

The climate of the Coast can be a factor. Rain, fog, snow, wind not only increase the direct physical hazards but also make it more difficult to get injured workers to appropriate medical treatment. All of the factors working together create a high degree of physical hazard

The Forest Industry, the same as other primary industries, has seen a continual reduction of the workforce over the years. This contraction has placed stress on the industry and the workers within. The age of the workforce has crept upwards resulting in retrenchment within some workplaces along with a corresponding increase of stress within the organizations and among the workers. Added to this are additional stresses caused by environmental pressures that have been strong and persistent for a number of years which

have resulted in changes to many traditional work practices. These changes include smaller cutblocks, partial cutting and other retention strategies. Environmental considerations often make the safe carrying out of the work extremely difficult when the changes have developed faster than both the training and working culture could progress to meet the legislation.

Historically the I.W.A. has been a leader in workplace occupational health and safety. We were the first Union in British Columbia to have a full time Safety Director. There is no doubt that the members of I.W.A. Canada face risks to their health and safety as great as any other major group of workers.

I.W.A. Canada has a National Safety Council, which may make recommendations for actions to the National Executive Board. The National First Vice-President, Neil Menard has also been a strong voice for OH&S in the Union. Each Local Union also has a Health and Safety Director. The Unions OH&S activities are distributed among the Safety Council members and Local Union Safety Directors.

There has not been a staff person in B.C. to coordinate and carry out OH&S activities for several years. This is a resource that in the view of the Task Force is very much needed. The challenges we faced in preparing this report would have been much less daunting if the services of an OH&S staff representative were available as would the array of other activities the I.W.A. needs to coordinate and deliver in OH&S.

4. Purpose of the Report

The purpose of this report is quite simply to bring about changes that are going to make a drastic reduction or the complete elimination of workers being killed or injured in the British Columbia Coastal Logging Industry. This Task Force was brought together as a result of a series of fatal accidents. It is quite clear to the I.W.A. that we are failing in this industry to improve safety. A fatality is the most dramatic example of a failure in safety. As the Task Force has been going through its work, the pace of fatalities has continued unabated.

We are convinced that the situation can and must be improved. Improvement is dependent on the stakeholders in this industry understanding the problem and making the changes necessary. We have undertaken a fresh analysis of the situation, consulted broadly with the workers in the industry and developed a broad set of recommendations. We will be calling on all stakeholders to implement the recommendations.

I.W.A. Canada understands our obligations to the health and safety of our membership and our obligation to stand up for all workers. We make these recommendations and undertake to implement those recommendations directed to the I.W.A. with the determination not only to improve the situation for our members but for all workers. We will hold accountable other stakeholders and invite all to work with us in this common goal.

5. RESEARCH

Analysis of prior initiatives

There are numerous outlets for the creation of positive change that must be investigated prior to addressing this report. Some key initiatives either had a major impact in the past, or will in the future include the following:

- Fallsafe

Fallsafe has been a very well received initiative. The presentation of a falling safety program by fallers to fallers is very effective. The WCB Prevention Division and the other participants in the development and presentation of this program are deserving of commendation for this initiative. The response we have heard from those that have attended have been very positive. Specific examples of falling situations and incidents opened their eyes to circumstances many had begun to take for granted.

There were employers that sent all or a good portion of their F&B personnel to the course. There were several others that were poor in their level of participation. Timberwest is one company that did not participate to a level that we consider anywhere near appropriate.

We believe the experience of the Fallsafe program should be continued and built upon.

- B.C. Faller & Bucker Training Standard will ultimately set the training and certification standard for all future training for the industry. Once this training model is established, other training standards will be able to adapt the design in training strategies and modular components to suit any occupation.
- ILHSA The Interior Logging Health and Safety Agency started as a training agency in the interior. The WCB policy provides that such agencies should preferably involve both labour and employers. This Agency started out without labour involvement despite the fact there are several areas within the servicing area of this agency that have I.W.A. representation of loggers. There is some degree of distrust on the part of some Local Unions as a result of this action. The ILHSA is now moving to expand on a province wide basis. They have changed their name to the B.C. Logging Health & Safety Agency. They have now invited participation of the I.W.A. to their Board. If there is going to be an Agency representing OH&S it must be fully representative by IWA in all sections were we represent workers.

- SAFER has proven over the years that when the focus is narrowed specifically to safety, the Industry, Union and workers all work extremely well together. The various course materials and positive interaction from all parties has continued to breakdown traditional barriers in a very positive manner.

Analysis of statistics, reports and investigations

- The Task Force undertook an extensive review of statistics, reports and investigation reports. Among the materials reviewed are; B.C. Workers' Compensation Board, Lost Lives - Work-Related Deaths in B.C., 1989-98
- B.C. Workers' Compensation Board, Annual Statistics Reports 1990 to 2000
- B.C. Workers' Compensation Board, Report on Fatalities in the Logging Industry, September 2, 1994
- B.C. Workers' Compensation Board, WorkSafe Logging Industry Focus Report, November 1996
- B.C. Workers' Compensation Board, WorkSafe Report: Another Perspective on Logging Fatalities in British Columbia, Revised June 23, 1997
- IWA Canada Local 1-71 Study of Fatalities 1972 to October 5, 1997
- Individual Accident investigation reports from Coastal I.W.A. Local Unions from 1997 to current
- Coroner's reports on available fatal injuries
- Pacific Northwest Forest Lands Occupational Research Agenda University of Washington

Our review of this information confirmed that the same type of accidents keep occurring over and over again. They happen with small companies, contractors, and large integrated forest companies across the whole spectrum of the industry.

Consultation with Workers

The Task Force team undertook direct meetings with management, workers, OH&S committee members, I.W.A. Officers, staff and Board members and other interested parties. The purpose of the project was explained and input solicited on the matters before the Task Force.

Survey of Workers

An OH&S survey was widely distributed to workers and OH&S committees in I.W.A. Coastal Logging. 204 completed questionnaires were received. The questionnaire and the summary of answers are included in chapter 6 and the complete results in the full report at Appendix I

6. FINDINGS

Consultations

There is an overwhelming apprehension about job security in the industry. This apprehension is due to the current economic state of the forest industry, which is impacted by the softwood lumber tariff. Concern about whether they will be able to keep their job is heavily on the mind of almost every worker in the industry. The consultations identified this as a primary issue. Workers stated it was difficult to focus on safety when you are worried that you may be laid off and without an income.

The economic circumstances have also impacted the resources available for OH&S activities. The Union, workers and employers described safety related activities that have been eliminated discontinued or curtailed due to financial concerns. There are extraordinary constraints on OH&S activities including training.

Survey Results Summary

In this section we will provide a summary of the results of each question in the survey with comment on the results. There are complete results of the survey responses contained at Appendix 1 of the full report.

1. Have you personally suffered a work related injury or illness?

-75.5% suffered injuries at the workplace.

- Many had multiple injuries with varying degrees of severity, which ranged from strains and pulls to major saw cuts, crushing and broken bones.

Comment

With three of every four workers surveyed having suffered a workplace injury it is clear work injuries are all too common. It must be noted that those surveyed are all currently working in the industry so that these results would not include workers that are currently disabled and not at work due to their injuries. If workers not at the workplace were included in the survey, which was not practical for this Task Force to do, it would very likely have resulted in a significantly higher percentage than the already high number found.

Our results to this question prompts a further question which is what would the percentage of workers be that have suffered a workplace injury if we include those that were not in the workplace at the present time. This is a question that should be investigated further. Nevertheless the results to this question show us that far too many workers are continuing to suffer workplace injuries in this industry.

1. Have you ever claimed WCB wage loss benefits?

- 53.3% received wage loss benefits

Over half of the workers surveyed have suffered an injury or illness serious enough to result in wage loss compensation.

2. Were you ever advised not to or discouraged from claiming WCB Compensation for any work related injury or illness?

- 24.5% were discouraged by management or workmates from making out a claim for the injury.

“On May 1990 I hurt my elbow, yet the company put me on light duty instead. Never had proper treatment, elbow still sore after 12 years.”

“One back injury I was told to take holidays, go home and not go on WCB.”

“It was suggested by the foreman that ,”Oh, it can’t be that bad”, I could hardly stand up straight”

“I was able to work a light duty job”

“I have been encouraged to believe if you have an accident, you are at fault, and with this will come discipline or suspension unless you just go on light duty”

Comment

Many workers feel discouraged or are coerced into not making a claim for workers compensation. The specific comments, some of which are noted above, demonstrate that these circumstances do involve serious injury or illness. It goes well beyond any reluctance to do a lighter job that may be appropriate to prevent wage loss. The comments indicate that there are often circumstances that would be violations of Section 13 of the Workers’ Compensation Act which makes it an offence to discourage, impede or dissuade a worker or dependent from reporting to the Board.

It is our understanding there has never been a prosecution under Section 13 of the Act. While there are no doubt many employers that responsibly and properly work to ensure that occupational injury and illness is reported, there are many workplaces and circumstances where workers are discouraged, impeded or dissuaded from reporting. This will have a very negative effect in preventing injury and illness as hazards are covered up rather than addressed. The survey results confirm our impressions that this is an ongoing problem in many workplaces.

It has become a common practice to intimidate workers from filing claims in many workplaces and those employers doing so have no fear of adverse consequences for these actions. At worst, for them the claim may get accepted. This situation is a detriment to employers that do properly ensure the reporting of injury and illness as they will statistically appear less safe than those that don't and bear the costs of those injuries and disease rather than unscrupulously avoiding those costs.

From the workers side there is a huge lack of confidence in the system to protect their health and safety as many have good reason to believe that both the employer and the Board will not recognize real workplace injury and diseases.

3. Is a Joint Occupational Health and Safety Committee required at your workplace?

- 82% believe that a safety committee is required, and 15.3% did not know

Comment

There is some degree of concern that over 15% of those surveyed would not know whether a Joint OH&S committee is required in their workplace. This is usually a very simple matter as any workplace with 20 or more workers requires a joint committee. There are exceptions where the Board may require some workplaces with less than 20 workers to have a joint committee. This is probably most common in logging due to the high hazards in this industry.

4. Is there a functional Joint Occupational Health and Safety Committee, or a Worker Health and Safety Representative at your work place?

- 89.6% believe that the safety committee and their representative are functional

Comment

There is a high degree of confidence in the joint OH&S committee and representative system. Almost 90% of the workers surveyed believe their committees or representatives were effective in improving health and safety. Considering the ongoing difficulties with injuries and illness in the industry this is a very high level of confidence. Previous studies done in B.C. have also indicated that workplaces with effective OH&S committees or representatives are safer. Committees and representatives are a proven system that delivers at the ground level.

5. In your opinion, does the Joint Occupational Health and Safety Committee or the Worker Health and Safety

Representative have the ability to effectively improve the health and safety effort at your workplace?

“In most cases things talked about at safety meetings are not followed up on”

“Many times issues brought forward by reps are overruled by management”

“Inadequate training, ineffective group dynamics, management roadblocks”

“There are some issues that seem to go unresolved, but most issues are dealt with immediately”

“Conditionally, I’m not really sure how it works, but it does. I think communication is the key”

Comment

83.3% of those surveyed believed their OH&S committee or representative had the ability to effectively improve the health and safety effort at their workplace. This tells us the committee members or representatives have the confidence to a high degree to make improvements. The committee members and representatives are the backbone of the system.

6. Does IWA Canada actively support health and safety activities?

- 88% believe that IWA Canada does support health and safety activities

“No real knowledge if they do on their own, but are often called on to support activities. Overall a low profile position”

“Branches and personalities differ, the upper group just give it lip service”

“I have never seen a health and safety man in this operation”

Comment

While a high number of workers surveyed believe I.W.A. Canada actively supports OH&S activities some of the individual comments indicate there are some that are not satisfied with IWA Canada’s level of support for OH&S. Concentrating on ensuring full support of OH&S Committees and representatives and providing the necessary level of support to OH&S activities can result in improvements. The results of this question indicates a need for I.W.A. Canada to examine the level of resources committed to OH&S activities and how those resources are applied

7. Do you personally support and promote health and safety activities?

- 98% believe that they support health and safety activities

Comment

At 98% support for OH&S activities is virtually universal. It is your classic motherhood issue. This brings to mind the following question; If everyone supports health and safety why do we still have so many injuries? Everybody says the right words about OH&S but what are the actions?

8. When required, do you wear your personal protective equipment on a regular basis?

- 69.2% said all the time
- 23% said most of the time
- 7.8% said sometimes

"I wear all my safety equipment. Caulk boots, fallers pants, ear plugs, safety glasses, hard hat etc.."

"Company will provide PPE. This is a basic action to protect myself and sets a good example"

"It feels natural to wear PPE. I feel like I'm missing something if I forget it and notice right away"

"When the risk is very minor, I may take a shortcut, never when the risk is obvious"

"The side guard on the safety glasses are unsafe because they distort everything"

Comment

There is no doubt that over the years proper and continuous use of PPE has improved. This is one area where there is a visible change in attitude and behaviour. It may be one of the successes of behaviour based safety systems. The comments where workers are stating it feels natural to wear their PPE and like they forgot something if they didn't are encouraging. With over 30% still not using their PPE all the time there is still much improvement needed.

10.(a) Do you personally take shortcuts while performing your job tasks?

- 75% said they never take shortcuts
- 25% said they do

“Not if it endangers anybody around me”

“We all do at certain times or another. It’s a lie if we say no, danger is always with us”

“When working in production shortcuts are needed to meet targets”

“It’s the only way to keep my job”

“Because I’m confident in my abilities I do risky things that can’t go wrong. It’s only afterwards I think of the consequences”

Comment

There is one quarter of the work force that admits to taking shortcuts. Some feel the need to or say they are pressured to take shortcuts. Others believe it is a necessary part of the job. Some believe the risks they take can’t or won’t go wrong for them because of their skills or abilities.

10.(b) Do you believe co-workers take shortcuts while performing job tasks?

- 59.5% believe their co-workers take shortcuts.
- This is a 34.5% variance over their personal opinion listed above

“Some co-workers are focused on production versus safety”

“Sometimes a shortcut will enable them to get the job done faster without compromising safety”

“They try to hurry the situation they are in. Some are also trying to produce beyond their capacity”

“I believe it’s human nature to meet goals, and when the goals are set too high there are always mistakes made”

Comment

When the answers to 10 (a) and (b) are looked at together we see a very interesting result. Seventy-five percent of those surveyed say they don't take short cuts while they believe that 59.4 percent of their co-workers do. This is a difference of 34.5 percent. There appears to be a perception among workers that they take better care of their safety than their co-workers do.

11. Are there barriers preventing you from performing your job safely?

- 84% believe that there are minimal barriers

"The saying goes, "If you can't do it, we'll just have to shut it down"

"Not enough time in the day to perform all the work assigned to me"

"In some cases, instead of changing or correcting the risk, the employer gets a worker who will take the risk"

"But the carrot is out there to hoe chuck in too steep of ground"

Comment

There were more workers surveyed that provided comments on barriers to performing their work safely than said there are barriers.

12. What do you think you can personally do to make your job safer?

"Work smarter, not give under pressure of work load"

"The main thing now with the company playing mind games is to keep your mind on the job. I'm not too sure a worker can do this"

"Be aware, mind and body on task at all times. I want to return home at The end of the day alive and in one piece"

"If you know what you are doing is unsafe and you don't like doing it, then you should flat out refuse to do it"

"Don't rush, think out each move"

Comment

The most frequent comments to this question in order of total numbers are to think or be aware, to slow taking the time to do the job safely, to bring problems to the attention of those that can correct them and to lead by example.

13. Are you personally aware of physical or mental impairment that may be caused by drugs, alcohol or fatigue at your workplace? How do you deal with it?

- 47% are personally aware of co-workers with either physical or mental impairment while at work
- 16.6% mentioned fatigue as a major physical impairment

"I don't use drugs on the job. I make sure I know what my reaction to meds are before going to work. A 12-13 hour day is exhausting"

"We are trying to make employees aware of this through a Courage to Care program"

"Fatigue could be a problem for some of the crews from working long hours"

"I don't condone or enable this behaviour"

"Tell him to go sit in the bus and we'll work without him"

"Ignore it"

14. Please rate overall health and safety performance of the following with 1 (not effective) to 5 (very effective)

- | | |
|--------------------|---------------|
| - Employer | 3.7 out of 5 |
| - Union | 3.59 out of 5 |
| - Safety Committee | 3.66 out of 5 |
| - Supervisors | 3.65 out of 5 |
| - Co-workers | 3.85 out of 5 |

Comment

There were no major differences within these groups with all falling under an effective rating

The survey indicates that there remains a significant amount of work to do for all of these groups to rise to a very effective rating. In our view a minimum performance rating should be 4 out of 5. If there is an improved performance on the part of the employers

and the Union, or both, there should be a corresponding improvement in the performance of OH&S Committees, supervisors and co-workers. The reason for this is that effective performance on the part of the employers and Union should facilitate the other parties in their performance.

14. Does your employer actively promote, encourage and participate in joint health and safety activities? Rate the performance on a scale of 1 to 5.

- 94.9% said yes
- The employer was given a 3.61 out of 5 effectiveness rating

“Safety rules are not consistently enforced. Also goes for WCB inspectors whom I have only seen 4 times with management present in the 25 years I have been here”

16. Are there regular inspections by management at your worksite conducted to prevent the development of unsafe working conditions? Rate the performance on a scale of 1 to 5.

- 79% said yes
- Workplace inspections were given 3.42 out of 5 effectiveness rating

17. Are there written instructions at your worksite that guide workers in the safe performance of their jobs? Rate the performance on a scale of 1 to 5.

- 98% said yes
- Written instructions were given a 3.52 out of 5 effectiveness rating

17. Are written instructions including JSB’s reviewed with workers regularly at your worksite? Rate the performance on a scale of 1 to 5.

- 90% said yes
- Review of written instructions were given 3.48 out of 5 effectiveness rating

18. Have you personally received any of the following from the employer? Rate the performance on a scale of 1 to 5.

Instruction on workplace hazards

- 95% said yes
- Instruction on workplace hazards given 3.67 out of 5 effectiveness rating

Measures to protect against those hazards

- 96% said yes
- Measures to protect against those hazard was given 3.91 out of 5 effectiveness rating

Emergency preparedness

- 91% said yes
- Emergency preparedness was given 3.52 out of 5 effectiveness rating

Evacuation procedures

- 79.5% said yes
- 20.5% said no
- Evacuation procedures were given 3.24 out of 5 effectiveness rating

“Never done that”

“Have not done the evacuation, have a procedure for earthquake, tidal wave”

“If I get hurt in the timber, it will be tough to get me out. Can’t use a Billy-Pugh, need to cut a heli-pad if you can find one”

Comment

Regular inspections, written instructions, Job Safety Breakdown reviews, specific workplace hazard instructions, emergency preparedness and evacuation procedures were generally present. The effectiveness of these activities however, requires considerable improvement.

It should be recognized that elimination of potential safety problems before the work begins and a procedure to follow when unsafe conditions develop must be clearly understood by both the supervisors and the workers.

19. Have workers been instructed to report all injuries and illnesses?

- 94% said yes
- 6% said no

“And disciplined accordingly when they do”

“But now that we’re being threatened to get shut down, who’s going to report all incidents?”

Comment

Two workers commented that they would be disciplined if they reported or that there were threats the operation would be shut down if all incidents were reported.

20. Are all workplace injuries and illnesses reported to the employer or first aid at your worksite?

- 62% said yes
- 37% said no
- 1% did not know

"It will be used as progressive discipline against employees"

"They don't like to be disciplined. It's too expensive to be suspended"

"Sometimes people won't report small injuries because it may affect the accident rate"

"People become afraid this will look bad on their record/ will be used against them"

Comment

An amazing 37% say that not all injuries or illnesses are reported to the employer or to first aid. The answers to this question are amongst the most disturbing in the survey. Many workers state they are concerned that discipline will be imposed against them if they report injuries. Many comments specifically reference Weyerhaeuser for discipline policy.

Workers also state they don't want WCB injuries on their record because it can prevent them from getting work in the future. There are employers that ask workers whether they have ever had a WCB claim on applications for employment. The employers will often not hire a person who has had a past claim. If a worker does provide false information on an application they face termination.

Some workers comment on the tough logger syndrome where you work through the injury is present.

21. Please indicate which department best describes the job function that you currently perform [see below]

22. What is your current specific job title? [see below]

**24. Name of current employer? Operation? Length of service?
Number of years experience at current job? [see below]**

Yarding and Loading

- 30% of survey
- 907 years total experience
- From 1 to 35 years

Road Construction

- 8% of survey
- 159 years total experience
- from 8 months to 35 years

Engineering and Planning

- 13% of survey
- 307 years total experience
- from 2 to 28 years

Maintenance

- 10% of survey
- 287 years of experience
- from 3 to 30 years

Falling and Bucking

- 11% of survey
- 421 years of experience
- from 5 to 40 years

Log Sort

- 14% of survey
- 195 years of experience
- from 1 week to 32 years

Hauling

- 11% of survey
- 341 years of experience
- 4 months to 35 years

There were 3% of the total done by Forestry and First Aid with one supervisor participating

Of the 204 who took part in the questionnaire, there was a combined experience level of 4,106 years that varied from 1 month to 46 years. This averaged out to 20 years experience overall.

Operations

- Schoen Lake Falling
- Weyerhaeuser North Island Timberlands
- Bay Timber
- CIPA Sayward
- Dyer Logging
- TimberWest Oyster River
- Weyerhaeuser Menzies bay
- Weyerhaeuser Stillwater
- Gowlan Towing
- TimberWest Johnstone Straights
- Terminal Forest
- CFP Englewood
- Weyerhaeuser Franklin River
- Weyerhaeuser West Island Timberlands
- Weyerhaeuser Mt Arrowsmith Unit
- Weyco
- Weyerhaeuser Sproat Lake
- WFP Holberg
- WFP Port MacNeil
- Len's Logging Cowichan Division
- Weyerhaeuser Northwest bay
- Weyerhaeuser Cowichan Woodlands
- TimberWest Honeymoon Bay Operations
- TimberWest Cowichan Woodlands
- TimberWest Nanaimo Lakes
- Hayes Forest Products
- WFP Jordon River
- R&K Tyson Contracting
- GLM Falling

25. Have you performed other jobs in the logging sector prior to performing your current job?

- 75% said yes
- 25% have done a single job only

26. Based on your experience and in your opinion, why do you think the logging sector routinely generates high numbers of injuries and fatalities?

There were many comments about the rough terrain and changing working conditions.

"People get too comfortable with their jobs. That's when the mind wanders and mistakes are made"

“Extremely dangerous occupation with little or no training. In the past 10 to 15 years the industry has shrunk and people have taken jobs, either from bumping or BS, that they cannot handle”

“Lack of standard auditing process to correct unsafe acts or procedure”

“It ain’t the grocery store, there are many hazards and hard to see, and a lot happens very fast”

“We are involved in a high risk occupation with a culture that accepts injury as part of the job”

27. Have you received formal training for your current job?

- 63% said yes
- 37% said no

28. Briefly describe your formal training program

“Three days on a log truck with an experienced driver”

“Ten days training with experienced faller”

“Familiarity with WCB regulations and crew job safety breakdown”

“Hands on”

“A sanitized “how to” video on falling”

29. In your opinion, was your formal training program adequate to prepare you for the challenges you have faced in your specific job?

- 75% said yes
- 25% said no

30. Please describe how your formal training program could have been improved to better meet the demands of the job for you

“I think the training program was good”

“After driving for a month, I should have gone for a trip with my trainer”

“More time spent one on one”

“Adequate for my needs”

“More time with other crew members doing job”

31. In your opinion, how would a formal training program better prepare you to face the challenges of your specific job?

“Formal training allows you to do the job and have someone with you so you don’t start bad habits. Teaches you the safest way”

“It should teach the individual how to avoid putting themselves and others in dangerous and unsafe situations”

“OK for the beginner, but what are you going to show me in a video that I haven’t seen in 25 years?”

“For my specific job (hoe chucker) a formal training program is necessary and should not be side stepped”

Comment

The comments for questions 27 to 31, all of which are in regards to formal training, indicate that many workers are receiving paperwork rather than actual formal training in how to perform their job safely. Even where workers indicated they had received formal training the comments described activities that could not be classified as such.

32. Some occupations have formal training programs, ie F&B, however, this occupation has a significantly higher injury ratio (approx 3:1) and in many years, this occupation experiences the majority of the industry fatalities. In your opinion, why is this the case?

“Falling has the dangers no other occupation faces. There are so many things that can happen. A faller is at a great disadvantage. In the forest, many of them do a great job”

“Safety in my opinion is not something you teach once. It is something that should be ongoing. Safety should be thought of every day of our lives. When we don’t, accidents happen”

“Until recently, F&B training was not adequate. With the movement towards an industry wide training, the injury statistics should improve. In the past, WCB inspectors were not adequate”

“Too many fallers are being trained by fallers who aren’t totally qualified, or who aren’t good teachers. Non-Union training seems inadequate also”

Analysis of Current and Previous Initiatives

Faller and Bucker Certification

There had existed for quite a while a vacuum of knowledge within the industry on what is happening with the faller/bucker certification process. In our consultations the vast majority of fallers were unaware of the efforts to complete the certification program or what would be required when the program is in place. Overall there is poor communication on OH&S issues in the industry. This is reflected in the lack of knowledge about the certification system. Workers, as a result, feel left out of the process and there is then a level of distrust.

It has been communicated to members of the task force that there is currently a deadline to complete the contents of the certification program by June 30, 2002. This is only the contents and is not a start date for certification to begin.

There is no doubt that it has been taking an extremely long period of time to complete the certification project. It is well over five years since this initiative started.

On June 26, 2002 the WCB made a presentation to stakeholders on certification. We were very satisfied with the DACUM and content of materials for certification. The knowledge that must be present and demonstrated to be certified was appropriate, well detailed and presented. There is a very good foundation for certification in these materials that have been developed.

At this meeting the biggest concern expressed was in regards to grandfathering of those currently working in the industry. The apprehension level on this issue is very high. On our review of the procedures for dealing with the certification of those currently in the industry we believe that the program does appropriately take into account the skills and experience of those currently in the industry. Those with safe work practices should be able to become certified without difficulty. Those that have some practices or skills that may not be up to standard should quite easily be able to improve their skills and practices through the training materials to achieve certification. It is suspected there may be a few individuals who will be determined they should be able to continue to work utilizing the practices they always have and they will not allow anyone to tell them they should change. A comment that came out at the meeting was, "I'm not going to let anyone with less experience than me tell me how I should be doing my job." The ongoing deaths of experienced fallers tells us this is an attitude in our industry that must change.

We do have large concerns as to whether the certification process can start up in October 2002 as the WCB plans and there does not appear to be a structure in place to manage certification. Quite clearly the WCB did not have answers to these issues at the June meeting.

The I.W.A. has strongly supported the certification of workers in Forestry operations. The I.W.A.'s resolutions on Forestry Fatalities and Injuries read: "Therefore be it resolved: That we demand that the appropriate government agencies, the I.W.A., and the forest industry implement comprehensive safety training and certification be required for all workers in forestry, and Be It Further Resolved: that this training be specific to occupations in the forest industry, and Be It Further Resolved: that a method be developed to certify and document the specific training for each worker, and Be It Further Resolved: That this training and certification be developed and delivered with full consultation with I.W.A. Canada."

In 1998 we participated in a Coroner's Inquest into the fatal injury of an 18 year old member working as a faller in the Powell River area. This young man had been on the job for less than two hours with a new employer when a log he was bucking rolled over him. On investigation it was found this young man had some experience cutting shake blocks but virtually no experience as a coastal faller. At the Inquest all parties (WCB, employer, I.W.A.) agreed that certification should be in place. Certification would likely have prevented this fatality.

The Coroner's jury recommendations included that there should be certification of fallers. The certification process was in development before then and is still not in place four years later. This failure to complete the certification process undermines confidence. There is also concern that the certification requirements will be watered down being a qualification rather than certification.

It is our opinion that due to the high hazards of the falling occupation there must be a requirement of certification for anyone in British Columbia to work in this occupation. When we see the huge numbers of fatal injuries and permanent disabilities in this occupation it is obvious this requirement is well justified.

It is our recommendation that the certification requirement for fallers and buckers be put in place as soon as possible. There must be an appropriate structure to test and administer certification.

Forest Industry Safety Association

We strongly support the formation of an OH&S Association for the Forest Industry that is governed by the stakeholders. There is a need for coordination of safety activities to set standards, develop training and education and communicate to the industry. Stakeholders need to set priorities, develop programs, measure outcomes and take ownership and responsibility. I.W.A. Canada has passed the following resolution on this matter:

"Subject: B.C. Forest Industry Safety Association – Therefore Be It Resolved that I.W.A. Canada participate in the discussions to form a B.C. Forest Industry Safety Association, and Be It Further Resolved that the structure of the Safety Association provide for full representation of workers by I.W.A. Canada and the overall governance and the administration of all sections to which I.W.A. Canada represents workers in the forest industry."

There are ample funds in the WCB surplus to fund this initiative. I.W.A., industry and the WCB need to get this process moved along.

7. RECOMMENDATIONS

We have grouped our recommendations into categories of I.W.A. Canada, Awareness, Education, OH&S Agency, Workers' Compensation Board & Enforcement and Employers. This grouping identifies areas of responsibility with Awareness, Education and OH&S Agency being a shared responsibility of stakeholders.

I.W.A.

1. I.W.A. Canada and the British Columbia I.W.A. Canada Local Unions must evaluate the resources necessary to represent the membership effectively in OH&S activities. The I.W.A. must ensure the resources are in place and will continue to be in place to carry out this essential function of the Union. This would include OH&S staff at the National Office level.
2. When a fatality occurs in the forest industry, public awareness be heightened by putting forward relevant, meaningful, constructive and considerate information to the media in a timely manner. The I.W.A. should take on this task if there is not another viable and trusted organization to do so. Employers and the WCB should assist these actions. The media should recognize their responsibilities to inform the public and ensure coverage in a thoughtful and respectful manner.

AWARENESS

3. Information on fatal and severe injuries must be made available in a much more timely manner. Detailed information such as WCB reports and Coroner's reports commonly are not completed one year or longer after the event.
4. Employers must provide resources and support for safety management systems that involve every level of the organization or firm. Education and a positive OH&S culture need to be the focus of safety systems.
5. Whenever there is a fatality in the B.C. Forest Industry there should be one day where production is halted and the details of how the fatality occurred, how that fatality may have been prevented and how individual workplaces may improve upon their health and safety shall be conducted.
6. Effective marketing techniques should be utilized in promoting awareness of OH&S in the industry. Awareness activities must avoid blaming workers for their injuries or belittling their intelligence in the portrayal of unsafe actions.
7. All organizations in the Industry should set clear objectives for OH&S, monitor their effectiveness in meeting those objectives and have an accountability process to report to their stakeholders.

EDUCATION

8. Fallsafe is a highly effective and well-received initiative. The Fallsafe program should be maintained and continue to be presented. The program could fall under the auspices of a forest industry OH&S Agency. The WCB needs to continue a strong presence in Fallsafe Training.
9. Fallsafe should be expanded and broadened in scope to include LogSafe, Haulsafe and others as required.
10. Formal training equivalent to the BC Faller and Bucker Training Standard should be established for all occupations in logging.
11. The OH&S committee and OH&S representatives must be recognized as a backbone and key component of effective health and safety. It should be ensured that every workplace that under the WC Act requires a joint OH&S committee or representative has such in place and that the committee is properly trained in their duties, is carrying their functions and is properly supported by their employer.
12. OH&S committee members throughout the industry should be trained to a high level of expertise in accident investigations, EFAP and critical incidents. Where needed industry should share the resources of this expertise with companies with fewer resources. Relevant investigation information should be shared throughout the industry for the purpose of improving health and safety. Confidentiality of personal information must never be compromised.

AGENCY

13. An effective OH&S Agency governed by stakeholders should be established. This Agency or Association must provide full representation of IWA Canada in the overall governance and administration of all sections to which IWA Canada represents workers in the forest industry.
14. The prioritization and review of OH&S Research in the B.C. Forest Industry should be carried out by a stakeholder representative, OH&S Agency or Association funded primarily through WCB Prevention.

WCB AND EMPLOYERS

15. Discipline as an OH&S activity should be firmly rejected by employers and the WCB. There should be no discipline or discrimination against any worker for the occurrence of an occupational injury or illness. This would include forbidding asking a worker applying for employment whether they have ever had a WCB claim. It would be appropriate for employers to know whether a person applying for a job had any condition that would prevent them from meeting a bona fide occupational requirement. Our survey, as do other

investigations. clearly shows that discipline in OH&S breeds distrust and results in the hiding of hazards and injuries.

16. Where a contractor does not have full control over their activities and does not fully meet the definitions of an independent employer the responsibilities for OH&S and for WCB assessments should fall upon the company hiring the contractor.
17. Environmental details and harvesting plans must not put workers at greater risk. Where such details or plans present an increased risk to workers the workers must have the ability to initiate changes to those plans that eliminate the increased risk. Workers should have a role in the development of harvesting plans to ensure that risk to their health and safety is minimized.
18. The practice of contracting out risk, such as moves by Weyerhaeuser to contract out all of their falling, should be stopped.

WCB & ENFORCEMENT

19. The WCB must provide full resources to inspect logging operations throughout the province and diligently enforce the OH&S Regulation and Workers' Compensation Act
20. The WCB should enforce the prohibition against discouraging, impeding or dissuading workers reporting to the board under section 13 of the Workers' Compensation Act through prosecutions.
21. High quality first aid is essential for the safety of workers in the logging sector. Loggers are at greater risk than other workers due to the high hazards and locations of the work. To maintain quality first aid services the WCB should rescind moves to farm out the certification and testing of Level 2 and 3 attendants to training agencies.
22. Faller and Bucker certification needs to be completed, delivered and enforced. Certification will save lives in this most dangerous of occupations. Certification must be administered such that certification is registered through the WCB or through a stakeholder governed OH&S Agency. Certification must be a requirement to work in this occupation. Certification must be diligently enforced by the WCB to ensure compliance. The program should be put in place without further delay. Failure to ensure workers in this occupation are certified should be an automatic penalty assessment offence.
23. WCB assessment rates for the logging sector must reflect the relative risk and be an incentive to improving health and safety.

24. Use of multiple cuts or exceeding manufacturers ratings in the use of mechanical harvesters must not be permitted.
25. Single stem heli-harvesting practices should be permitted only as specified in variances developed by due process through stakeholders. Such variances must be diligently enforced.
26. New harvesting techniques should not be permitted unless it is established the techniques do present any increase of risk to workers. Recently tested heli-harvesting technology clearly presents a greater risk to workers as trees often can not be successfully harvested with the result being partially cut trees with loose branches and debris that are left to be hand felled.
27. Workers should be fully compensated for the loss of income resulting from their injuries. The compensating of workers at 90% of their net earnings forces workers to return to work in instances where they are not fit to do so for economic reasons. This has resulted in instances of needless additional injury.

EMPLOYERS

28. OH&S incentive systems that promote claims avoidance must not be permitted. Any incentive system should be based on the quality of OH&S activities rather than claims numbers or costs. Rewards should be provided for the delivery of elements of effective OH&S practices.
29. Employee and Family Assistance Programs should be a standard throughout the Industry. Each employer should fund them on a global basis. It should be recognized that stress and fatigue are risk factors and should be addressed through workplace OH&S Programs.

JP/yr/opeiu: 15

