

AUGUST 2023 MONTH IN REVIEW

British Columbia

LAWS & ANNOUNCEMENTS

Discrimination

Sep 30: That's the deadline to participate in [online surveying](#) on what BC should do to address systemic racism. The government will use the feedback to identify and create new legislation to deal with the gaps and barriers faced by Indigenous and racialized people in the province.

Action Point: Beware of [employment practices](#) that inadvertently perpetuate racial discrimination

Immigration

Jul 26: BC and the federal government gave a new \$7 million grant to the nonprofit organization Immigrant Employment Council of BC (IEC-BC) to support projects to make it easier for skilled immigrants to find good jobs in the province and employers to fill crucial positions for which labour is in short supply.

Workplace Violence

Jul 26: Starting this fall, BC will provide funding to help small businesses pay for property damage they suffer as a result of crime and vandalism. Under the new \$10.5 million Securing Small Business Rebate Program, small businesses will be able to apply for up to \$2,000 for repair costs and \$1,000 for vandalism prevention.

Action Point: Find out [how to protect your employees](#) from the risk of workplace domestic violence

Workers Comp

Jul 27: Barring something unexpected, WorkSafeBC will hold 2024 average premium rates at \$1.55 per \$100 of assessable payroll for the seventh year in a row. The agency projects that rates will decrease for 54% of employers, increase for 37% and stay the same for the remaining 9%.

Workers Comp

Jul 17: From now through September 1, WorkSafeBC will be holding public consultations on 4 [proposed policies](#) implementing the new employer duties to cooperate with and maintain employment for workers who suffer work-related injuries that take effect on January 1, 2024.

Action Point: Implement a legally sound [return to work policy](#)

CASES

Workplace Harassment: He Said/She Said Sex Harassment Case Must Go to Trial

A Domino's pizzeria counter assistant from Ukraine claimed that her manager harassed on the basis of race, national origin and sex. Domino's denied the accusations and claimed that the assistant made them in bad faith, insisting that she was fired because of poor performance and insubordination. At this point in the proceeding, the BC Human Rights Commission had to decide not which side was telling the truth but whether the assistant had enough evidence to warrant a hearing on the merits. Finding the assistant and her story believable, the Commission denied Domino's motion to dismiss [[Cherkashyna v. Madd Pizza Company Inc. dba Domino's Pizza and others](#), 2023 BCHRT 69 (CanLII), July 7, 2023].

Action Point: Use the resources on the [Harassment Compliance Centre](#) to prevent harassment and bullying at your workplace

Health & Safety: Meat Cutter's Bandsaw Injury Costs Supermarket +\$600,000

One of the highest OHS fines of 2023 came in a case where a supermarket worker suffered serious injuries while using a band saw to cut meat. WorkSafeBC inspectors called to the scene discovered that the manufacturer's instructions for the saw specified that it shouldn't be used for cutting that type of meat and that the equipment wasn't fitted with adequate safeguards. **Result:** They socked the employer with a \$603,915 administrative monetary penalty for 2 high-risk violations [[Pattison Food Group Ltd./Save-On-Foods Division](#), April 25, 2023].