

British Columbia

LAWS & ANNOUNCEMENTS

WHMIS

Jun 20: New ACGIH TLV-based [exposure limits](#) officially took effect in BC for Antimony trioxide, Cumene Dipropylene glycol methyl ether, Hexane, Isopropylamine, Isopropyl ether, Methylcyclohexane, Mica, Trimethyl benzene (mixed isomers), and Xylene (o, m, & p isomers).

Occupational Health

Jul 1: WorkSafeBC issued new preliminary [OHS Guidelines](#) (G6.50(3)) for mixing, preparing, and priming hazardous drugs that are scheduled to officially take effect on August 29.

Action Point: Use the OHS Insider template to create a legally sound [Cytotoxic Drugs Safety Policy](#) for your workplace.

Fire Safety

Jun 9: BC is partnering with the University of British Columbia Okanagan to expand a camera network that provides first responders information for wildfire response and emergency management. Using 5G technology, the cameras detect smoke from wildfires and provide real-time data to support evacuation planning, resource deployment, and wildfire behaviour predictions.

Action Point: Find out how to implement a [Wildfire Smoke Protection Game Plan](#) to guard your workers against smoke exposure, both indoors and outdoors.

Infectious Illness

Jul 10: BC regional health authorities have reported a total of 102 measles cases so far in 2025, including one case that's still active and contagious. The majority of cases involve individuals who aren't fully vaccinated. The government advises adults born in 1970 or later to get 2 doses of a measles-containing vaccine, since one dose isn't enough to ensure full protection.

Action Point: Use the [OHS Insider Infection Exposure Control Plan](#) template to guard against measles and other potential infectious illness outbreaks at your workplace.

Workplace Violence

Jul 9: BC issued a [new report](#) on the safety of community events in the province prepared by a government Commission in response to the April 26 Lapu-Lapu Filipino festival tragedy in South Vancouver during which a motor vehicle drove into the crowd and killed 11 people and injured many others.

New Laws

Jul 7: BC announced that it's making the temporary tax credit on salaries and wages of workers employed by video game and virtual reality developers permanent and increasing the credit from 17.5% to 25%, effective Sept. 1, 2025. Video games and VR

has become a major industry that employs over 20,000 people in the province while adding more than \$1 billion to its annual GDP.

Drugs & Alcohol

Jun 24: After 6 straight months of being under the 160-threshold, the death count from illegal toxic drugs in the province jumped to 165 in April, according to preliminary reports from the BC Coroners Service. Two health authorities have accounted for 57% of all drug deaths during 2025: Fraser (185 deaths) and Vancouver Coastal (155 deaths).

Action Point: Many overdose fatalities occur in the workplace. Find out [how to implement a workplace Naloxone Program to](#) prevent opioid overdose deaths at your site.

Workers' Comp

Jul 31: That's the deadline [to comment](#) on [proposed changes](#) to WorkSafeBC's assessable payroll practice directive (Assessment Practice Directive 5-245-2(A)) designed to provide clearer guidance to employers on to report tips and gratuities in their annual workers' comp assessable payroll reports.

Environmental

Aug 15: Effective today, drivers of eligible plug-in hybrid or battery-electric vehicles no longer have to display an OK decal to use high-occupancy vehicle (HOV) lanes on designated BC roadways. Access to HOV lanes for EV drivers will now be indicated solely by road signs.

CASES

Airborne Contaminants: Kamloops Nursing Facility Fined \$783K for Asbestos Violations

For the third time this year, WorkSafeBC dished out a \$783,068 OHS fine, which is the highest OHS penalty reported in Canada in 2025. On the receiving end this time was a Kamloops long-term care facility targeted for inspection in response to reports of disturbances of asbestos-containing materials (ACMs) during telecommunications installation work involving drilling into drywall near areas used by staff. Inspectors cited the employer for a series of high-risk OHS asbestos violations, including failure to implement exposure control program before undertaking work involving the risk of disturbing ACMs [*Interior Health Authority*].

Action Point: Don't let this happen to you! Find out how to implement an [Asbestos Exposure Control Plan](#) at your workplace.

Airborne Contaminants: Repeat Asbestos Violations Cost Social Services Facility Owner \$467,496

Asbestos violations were also at the center of the \$467,496 administrative monetary penalty imposed on the owner of a residential social services facility operator in Williams Lake. WorkSafeBC issued a stop-work order after finding that a contractor without a valid asbestos abatement licence had done renovation work on the walls. The firm was also cited the firm for failing to identifying all ACMs present in the

workplace with signs or labels and ensuring that the exposure control plan was administered by a properly trained person, which were all repeated violations [Axis Family Resources Ltd.].

Airborne Contaminants: City Fined \$175,783 for Hosting Race on Contaminated Track

WorkSafeBC inspectors found that dirt from a race trackway used during a motorsport event held by a city had been taken from a wastewater treatment plant without being tested for potential contamination from hazardous substances. Readings from gas detection monitors also found levels of carbon dioxide, carbon monoxide, and nitrogen dioxide above acceptable exposure limits. **Result:** Administrative Monetary Penalties of \$175,783 [City of Cranbrook].

Workplace Violence: Workers' Comp Bars Workplace Assault Victim's Lawsuit Against Company

The case began when a finance director for the Malahat Nation was assaulted at work by an intoxicated community member wielding a smashed whiskey bottle. The BC Workers' Comp Board ruled that the director was entitled to wage loss and other benefits for work-related mental disorder. She also received pension and other benefits from her employer. But when a replacement director was hired while she was still on leave from her injuries, the director filed a constructive dismissal lawsuit against the Nation and its officers for money damages. The Workers' Comp Appeals Tribunal issued an official ruling advising that the lawsuit was barred by workers' comp. The court agreed and tossed the case while also ordering the director to pay the individual defendants' legal costs [*Andreasen v British Columbia (Workers' Compensation Appeal Tribunal)*, 2025 BCSC 1294 (CanLII), July 10, 2025].

Action Point: Are you doing enough to prevent violence at your workplace? Find out how to perform a [Workplace Violence Compliance Audit](#) to find out.

Lockout Tagout: Hopping Over Energized Conveyor Is Grounds for Termination

An experienced oiler who should've known better hopped over a moving conveyor to clear a blockage in a drainage pipe. He knew this was a violation of the company's lockout policy requiring that the conveyor be de-energized but he was frustrated and figured the shortcut was low risk. What he didn't expect was that he'd be spotted in the act by a maintenance staffer who happened to be walking by at that instant and who, despite the oiler's protests, reported the incident to management. Upon being called to the carpet, the oiler made things even worse by suggesting that some of the safety procedures "are a joke" and admitting to having cut corners before. His reward was a pink slip, which the union claimed was excessive for a worker with such long service and lack of previous discipline. The BC arbitrator ruled that the company had just cause to terminate. The oiler's trivialization of his wrongdoing and cavalier attitude toward safety made him a serious risk for repeat offences [*West Fraser Mills (100 Mile House Operation) v United Steelworkers, Local 1-2017*, 2025 CanLII 57034 (BC LA), June 5, 2025].

Action Point: Find out how to implement a legally sound [Lockout and Hazardous Energy Control Compliance Game Plan](#) at your site.