

IN THE SUPREME COURT OF CANADA
(ON APPEAL FROM THE FEDERAL COURT OF APPEAL)

B E T W E E N:

CANADA POST CORPORATION

APPELLANT
(Respondent)

- and -

CANADIAN UNION OF POSTAL WORKERS

RESPONDENT
(Appellant)

(Style of cause continues inside cover page)

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(Pursuant to Rule 42 of the *Rules of the Supreme Court of Canada*)

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TABLE OF CONTENTS

	Page
PART I – OVERVIEW AND STATEMENT OF FACTS	1
Overview	1
Statement of Facts	2
PART II – STATEMENT OF POSITION ON THE QUESTION IN ISSUE.....	3
PART III – STATEMENT OF ARGUMENT.....	3
The Regulations support the appeals officer’s decision.....	3
Duties must be carried out in accordance with all applicable regulatory standards	3
Some regulatory standards – and therefore some duties – cannot be met unless the employer controls the work place	4
Parliament could not have intended to create duties that employers are unable to meet.....	5
S. 125(1) must be interpreted in light of accepted standards and reality “on the ground”	6
Justice Rennie’s approach is impossible to implement.....	8
When does a duty apply to the fullest extent?	8
When a duty does not apply to the fullest extent, with which elements of the duty must the employer comply?.....	9
PART IV – COSTS	10
PART V – ORDER SOUGHT	10
PART VI – TABLE OF AUTHORITIES.....	11
PART VII – STATUTES AND RULES RELIED ON	12

PART I – OVERVIEW AND STATEMENT OF FACTS

Overview

1. Rogers Communications Inc. (“Rogers”) is a federally regulated employer with thousands of employees across Canada. It is one of Canada’s largest telecommunications and media companies.
2. The central issue in this appeal by Canada Post Corporation (“Canada Post”) is whether the interpretation of the appeals officer of the Occupational Health and Safety Tribunal, of s. 125(1)(z.12) of the *Canada Labour Code*¹ (“Code”) was reasonable. The appeals officer concluded that the joint inspection duty under that section does not apply to work places that are not under an employer’s control. A majority of the Federal Court of Appeal found the officer’s decision to be unreasonable.
3. Roger’s submits that the appeals officer’s decision is not only reasonable but correct. To conclude otherwise is to interpret the Code in a manner that would lead to absurd results for Rogers, its employees and its customers across Canada, including exposing *more* workers to unnecessary risks.
4. First, the *Canada Occupational Health and Safety Regulations* (the “Regulations”) support the conclusion that Parliament intended some of the duties in s. 125(1) of the Code to apply only to work places under the employer’s control.
5. Second, there are widely accepted health and safety standards that supplement the joint inspection requirement under s. 125(1)(z.12), including the OHSAS 18001 Standard for Health and Safety Management Systems (the “OHSAS Standard”). Such standards, and the facts on the ground across diverse federal work places, support the appeals officer’s analysis of how Part II of the Code is designed to operate in order to protect workers’ safety.
6. Third, Justice Rennie’s “sliding scale” analysis of the inspection duty at issue purports to be a context-sensitive one that is alive to the operation of a particular federal work place. In

¹ *Canada Labour Code*, R.S.C. 1985, c. L-2 (“Code”).

reality, under Justice Rennie's approach it is impossible for a federal employer to determine - let alone meet - its obligations under s. 125(1) of the Code.

Statement of Facts

7. Rogers provides cellular, television, home phone, home monitoring, and internet services to millions of residential and commercial customers. It also owns seven major television stations, 51 radio stations, eight magazines, and dozens of community television channels.

8. To provide telecommunications services, Rogers plans, builds, and maintains an extensive coast-to-coast network of wireless and cable infrastructure. Rogers' wireless infrastructure includes thousands of cell towers, some in very remote areas, as well as wireless equipment located on the rooftops of thousands of commercial, residential, and government buildings. Rogers' cable infrastructure includes tens of thousands of kilometres of buried and aerial cables. Rogers has hundreds of employees whose job duties include maintaining rooftop infrastructure and installing and maintaining cable infrastructure.

9. Rogers also provides on-site service and equipment installation and maintenance for its television, home phone, home monitoring, and internet customers. These services are performed by hundreds of cable technicians who work inside private homes, businesses and institutions to install cabling and equipment such as digital set-top boxes, smart home monitoring equipment, and modems. Rogers constantly acquires new customers, requiring technicians to regularly visit new locations.

10. Rogers' media entities include cable television channels such as City and Sportsnet, current affairs and lifestyle magazines such as *Maclean's* and *Chatelaine*, and radio stations like 680 News. These entities employ approximately one thousand news correspondents, camera crew members, producers, and broadcast and radio engineers in dozens of locations across the country. Many of Rogers' media employees spend the majority of their working hours in the field.

PART II – STATEMENT OF POSITION ON THE QUESTION IN ISSUE

11. The appeals officer reasonably concluded that the inspection obligation under s. 125(1)(z.12) of the Code applies only where the employer has physical control over the work place.

PART III – STATEMENT OF ARGUMENT

The Regulations support the appeals officer’s decision

12. This Court has recognized that “regulations can assist in ascertaining the legislature’s intention with regard to a particular matter, especially where the statute and regulations are ‘closely meshed.’”² In the federal health and safety realm, the Code and the Regulations are tightly linked: s. 125(1) of the Code lays out specific health and safety duties of employers, while the Regulations prescribe standards employers must meet to achieve compliance with some of those duties. Given this close relationship, the appeals officer’s interpretation of s. 125(1) was rightfully informed by his “extensive experience ... with the prescribed requirements contained in the COHS Regulations.”³

13. As set out below, the Regulations support the conclusion that Parliament intended some of the duties to apply only in respect of employer-controlled work places.

Duties must be carried out in accordance with all applicable regulatory standards

14. Of the 45 duties listed under s. 125(1) of the Code, 24 expressly require compliance with standards prescribed by regulation. Further, a particular duty may trigger the application of a wide range of regulatory standards from seemingly unrelated parts of the Regulations. For example, the Occupational Health and Safety Tribunal has found the duty in s. 125(1)(p) concerning “safe entry to, exit from and occupancy of the work place” to involve regulatory standards ranging from s. 2.14 (Housekeeping and Maintenance, under the part on Permanent Structures),⁴ s. 12.10 (Fall-Protection Systems, under the part on Safety Materials, Equipment,

² *Monsanto Canada Inc. v. Ontario (Superintendent of Financial Services)*, 2004 SCC 54, para. 35.

³ Appeals Officer Decision, para. 94.

⁴ *Ottawa Macdonald Cartier International Airport Authority*, 2015 OHSTC 5, paras. 13, 23.

Devices and Clothing),⁵ and s. 17.5 (Emergency Procedures, under the part on Safe Occupancy of the Work Place).⁶

15. A contravention of even one of the prescribed standards means a contravention of the corresponding statutory duty or duties.

Some regulatory standards – and therefore some duties – cannot be met unless the employer controls the work place

16. Some regulatory standards – and therefore the corresponding s. 125(1) duties – cannot be met unless the employer controls the work place. The clearest examples of such standards are found in Part II of the Regulations (Permanent Structures):

- “The design and construction of every building ... shall meet the requirements of the National Building Code” (s. 2.2(1)).
- “A window awning or canopy ... shall be installed or constructed in a manner that allows a clearance of not less than 2.2 m...” (s. 2.4).
- “Every guardrail shall be designed to withstand a static load of 890 N applied in any direction at any point on the top rail” (s. 2.12(2)).
- “Every travelled surface in a work place shall be slip resistant and kept free of splinters, holes, loose boards and tiles and similar defects” (s. 2.14(3)).

17. Compliance with these standards is compelled by s. 125(1)(a) of the Code (among other paragraphs), which requires employers to “ensure that all permanent and temporary buildings and structures meet the prescribed standards.”

18. If this duty were to apply in respect of all work places where Rogers controls the work *activity* but not the work *place*, it would apply in respect of all the places at which Rogers’ technicians work. This includes, on one hand, private homes and businesses and, on the other

⁵ *S.G.T. 2000 Inc. v. Teamsters Quebec, Local 106*, 2012 OHSTC 15, paras. 2, 9.

⁶ *Correctional Services of Canada and Union of Canadian Correctional Officers – CSN*, 2013 OHSTC 11, paras. 136-137.

hand, large public institutions such as sports arenas and hospitals which have their own, unique health and safety issues and corresponding health and safety frameworks.

19. If the Respondent's interpretation is correct, Rogers' joint inspection teams would have the right - indeed the obligation - to inspect all of these third parties' premises where Rogers employees would work. Moreover, s. 125(1)(a) would require Rogers to "ensure" that these locations meet the requirements of the National Building Code, have awnings or canopies that allow a particular clearance, have guardrails that can withstand a particular quantity of force, and have floors that are slip resistant and free of loose tiles or similar defects. Even if Rogers were somehow able to obtain permission to inspect its customers' homes and buildings for defects, and even if Rogers were able to carry out the necessary quantity and intensity of inspections prior to doing its work, Rogers would have no way of "ensuring" that customers renovate and, thereafter, maintain their property to meet the prescribed building standards.

Parliament could not have intended to create duties that employers are unable to meet

20. As this Court wrote in *Re Rizzo and Rizzo Shoes Ltd.*, "It is a well-established principle of statutory interpretation that the legislature does not intend to produce absurd consequences."⁷

21. The Code is remedial legislation: every contravention of its provisions should be capable of, and should result in, a remedy for the workers it is designed to protect.⁸ But if all the duties under s. 125(1) were to apply where Rogers controls the work *activity* but not the work place, Rogers could be issued directions to inspect and remediate sites over which it has no control and no ability to comply.

22. Parliament could not have intended this result – it is incompatible with the Code's enforcement scheme. That scheme hinges on employers' ability to take concrete remedial action in response to contraventions.⁹

⁷ *Re Rizzo and Rizzo Shoes Ltd.*, [1998] S.C.J. No. 2, [1998] 1 S.C.R. 27, at 43 (per Iacobucci, J.); and see Ruth Sullivan, *Sullivan on the Construction of Statutes*, 6th ed. (Markham, Ontario: LexisNexis Canada Inc., 2014) at p. 308.

⁸ *Interpretation Act* (R.S.C., 1985, c. I-21), s. 12; Appeals Officer Decision, para. 91; Respondent's Factum, para. 66.

⁹ Code, s. 145(1); Appeals Officer Decision, para. 7.

S. 125(1) must be interpreted in light of accepted standards and reality “on the ground”

23. The appeals officer appropriately recognized that, even where a particular s. 125(1) duty such as the joint inspection duty does not apply, the health and safety of employees can continue to be protected by work place hazard prevention programs like that of Canada Post. He found Canada Post’s program to be “an excellent example of how the Code and its Regulations are implemented to protect the health and safety of employees performing all kinds of activities in all kinds of work places.”¹⁰

24. Such programs are not unique to Canada Post. It is important to recognize that section 124 of the Code places a broad general duty on employers to ensure that the health and safety at work of employees is protected, in addition to the specific duties in section 125(1).

25. The entire suite of tools, systems, and processes used to protect worker health and safety – including the OHSAS 18001 Standard for Health and Safety Management Systems – should be taken into account when determining the proper application of Code.

26. The OHSAS Standard is an international standard so widely accepted that the Canadian General Standards Board offers a certification program for occupational health and safety management systems based on it.¹¹ The OHSAS Standard contains no fewer than 17 categories of specific requirements for occupational health and safety management systems. These include requirements to implement procedures for ongoing hazard identification, risk assessment, and determination of controls necessary to manage risk. Organizations are also required to implement procedures to record, investigate, analyse, correct, and prevent health and safety incidents.

27. Rogers aims to meet its obligations through its Health and Safety Management System, a risk-based system modeled on the “Plan-Do-Check-Act” continual improvement cycle described in the OHSAS Standard. All incidents in the work place that have the potential to cause or have

¹⁰ Appeals Officer Decision, para. 100.

¹¹ Public Services and Procurement Canada, “Management systems programs,” online: <<https://www.tpsgc-pwgsc.gc.ca/ongc-cgsb/programme-program/management/index-eng.html>> (5 February 2018). The Canadian General Standards Board is a division of Public Services and Procurement Canada that is accredited by the Standards Council of Canada.

caused injury, illness, or property damage are reported in Rogers' online safety incident reporting system. Managers investigate incidents with the support of the Safety team and their local Work Place Health and Safety Committees. They identify the causes of the accident and implement appropriate preventative action.

28. In addition, Rogers continuously evaluates health safety risks using data collected from self-assessments, audits, inspections, Health and Safety Committee and other employee input, incident reports, and other reviews. Rogers uses these data to improve its systems, programs, and training to reduce risk and increase the safety of employees.

29. Rogers also uses Job Hazard Assessments (JHAs) to identify the specific hazards pertaining to each job, along with existing and recommended controls. Management reviews and updates the JHAs regularly. Employees review JHAs before starting a new type of job, and on a regular basis. Along with the Pre-Job Inspection, employees use JHAs to understand the hazards of their work and appropriate controls, including procedures, training, personal protective equipment, and other mitigating measures.

30. In short, Rogers' approach across its varied businesses uses myriad tools, systems, and processes to minimize employee exposure to hazards and to protect and promote health and safety.

31. This stands in stark contrast to the approach of the majority of the Federal Court of Appeal, which could inadvertently increase Rogers' employees exposure to health and safety hazards due to the fact that it would require joint committee members to inspect every work place.

32. For example, while Rogers employees who access rooftops are appropriately trained and equipped to do so, accessing a rooftop is inherently risky. If Rogers' health and safety committees were required to inspect every part of the work place, committee members would have to climb every rooftop on which Rogers operates. Similarly, media employees often report from unstable environments such as natural disasters like the 2016 Fort McMurray wildfires. Rogers has rigorous processes in place and provides its media employees with appropriate training to identify and mitigate their exposure to these risks. Sending joint health and safety

committees to inspect these locations would unnecessarily expose more employees to the hazards associated with such work. These are only two examples of situations in which the application of the inspection duty to work places outside of Rogers' control may lead to increased exposure for its employees.

Justice Rennie's approach is impossible to implement

33. Justice Rennie held that all of the obligations in s. 125(1) "presumptively apply" to an employer who controls the work activity but not the work place. However, the extent of each obligation, "depends on consideration of those aspects of the activity which are within the control of the employer and those that are not."¹² This "sliding scale" approach leaves unanswered several critical questions, making it impossible for employers to implement.

When does a duty apply to the fullest extent?

34. Justice Rennie stated that just because "Canada Post controls many aspects of how the mail is delivered.... it does not follow that the inspection obligation applies to the fullest extent."¹³

35. Based on this reasoning, an employer may exert a high degree of control over the work activity but still may not be fully bound by the duties in s. 125(1). This raises the question of when, if ever, an employer will exert a sufficiently high degree of control over the work activity to be fully bound by any duty set forth therein.

36. Justice Rennie does not provide any analytic framework to determine when an employer is bound to implement the joint inspection obligation to the "fullest extent". As a result, it is impossible for an employer to determine when it is required to fully comply with this obligation in practice.

37. Justice Rennie's reasons also ignore the real difference between duties that are related to work *activities* and physical work *places*. It is unclear how or why the extent of an employer's control over a work *activity* should affect its obligations with respect to a *physical space*. For

¹² Reasons of the Federal Court of Appeal, paras. 77-78.

¹³ Reasons of the Federal Court of Appeal, para. 79.

example, no matter how closely Rogers controls its technicians' activities when entering private homes and businesses, Rogers has no greater capacity to conduct inspections of those physical work spaces. Similarly, full control over a work activity does not provide an employer with any greater capacity to install guards, guard-rails, barricades and fences on permanent structures it does not control.

When a duty does not apply to the fullest extent, with which elements of the duty must the employer comply?

38. Even though s. 125(1)(z.12) of the Code provides that “every part of the work place” must be inspected, Justice Rennie stated that there may be circumstances in which an employer does not need to inspect literally every part of the work place.¹⁴ In other words, there may be circumstances in which employers can and perhaps must depart from the clear language of the duties he found to arise from s. 125(1).

39. Justice Rennie's interpretation thus mandates compliance with all of s. 125(1) while at the same time allowing departures from some of those requirements, even if on their face they are unequivocal. Not only is such an interpretation internally inconsistent, Justice Rennie provides no framework or other guidance as to when an employer can depart from implementing the strict language of the duties he found to arise from s. 125(1).

40. Related to this, Justice Rennie's “sliding scale” approach creates serious compliance problems with respect to many of the duties in s. 125(1), especially those that use clear, binary language. For example, employers are required to post Part II of the Code in a conspicuous place accessible to every employee.¹⁵ When this duty does not apply to the fullest extent, can employers post the Code in a place accessible to only some employees? Or can employers avoid the posting obligation altogether in some work places? Which ones?

¹⁴ Reasons of the Federal Court of Appeal, para. 79.

¹⁵ Code, s. 125(1)(d).

41. Further, as mentioned, some of the duties in s. 125(1) require an employer to meet “prescribed standards”. However, if the duty applies on a sliding scale based on the extent that the employer controls the activity, it is unclear how this affects compliance with the relevant regulations. For example, under the Regulations, employers are required to install guardrails designed to withstand a static load of 890 N at every open edge of a platform of a temporary structure.¹⁶ When the relevant duty does not apply to “the fullest extent”, what must the employer do with respect to guardrails? Can employers install weaker guardrails? Or install them at only some open edges? Or does this requirement only apply to some work places? Which ones?

42. Justice Rennie’s interpretation of s. 125(1) provides no guidance to employers and employees. His approach begs more questions than answers. More importantly, Justice Rennie’s approach is inconsistent with the nature of the duties – some of which are aimed only at physical spaces – and the unqualified application of the regulations.

PART IV – COSTS

43. Rogers does not seek costs and request that none be awarded against them.

PART V – ORDER SOUGHT

44. Rogers has been granted permission to present oral argument not exceeding five (5) minutes at the hearing of the appeal, and does not request a further order. It supports the submissions of Canada Post.

ALL OF WHICH IS RESPECTFULLY SUBMITTED this 12th day of October, 2018.



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Of Counsel for the Intervener, Rogers Communications

¹⁶ Code, s. 125(1)(b); Regulations, s. 3.8.

PART VI – TABLE OF AUTHORITIES

Authority	Paragraph(s)
CASES	
1.	<i>Correctional Services of Canada and Union of Canadian Correctional Officers – CSN</i> , 2013 OHSTC 11
2.	<i>Monsanto Canada Inc. v. Ontario (Superintendent of Financial Services)</i> , 2004 SCC 54
3.	<i>Ottawa Macdonald Cartier International Airport Authority</i> , 2015 OHSTC 5
4.	<i>Re Rizzo and Rizzo Shoes Ltd.</i> , [1998] S.C.J. No. 2 , [1998] 1 S.C.R. 27
5.	<i>S.G.T. 2000 Inc. v. Teamsters Quebec, Local 106</i> , 2012 OHSTC 15
SECONDARY SOURCES	
6.	Ruth Sullivan, <i>Sullivan on the Construction of Statutes</i> , 6th ed. (Markham, Ontario: LexisNexis Canada Inc., 2014) at p. 308.
7.	Public Services and Procurement Canada, “Management systems programs,” online: < https://www.tpsgc-pwgsc.gc.ca/ongc-cgsb/programme-program/management/index-eng.html > (5 February 2018)
LEGISLATION	
8.	<i>Canada Labour Code</i> , R.S.C. 1985, c. L-2., s. 125(1)
	2, 4-6, 11-12, 14, 16-17, 19, 21, 23-24, 33, 35, 38-42
9.	<i>Canada Occupational Health and Safety Regulations</i> , SOR/86-304, s. 2.2(1) , 2.4 , 2.12(2) , 2.14(3) , 3.8
	4, 13-14, 16, 41
10.	<i>Interpretation Act</i> , R.S.C. 1985, c. I-21, s. 12
	21

PART VII – STATUTES AND RULES RELIED ON

1. The [Canada Labour Code](#), R.S.C. 1985, c. L-2:

PART II OCCUPATIONAL HEALTH AND SAFETY	PARTIE II SANTÉ ET SÉCURITÉ AU TRAVAIL
<p>Specific duties of employer</p> <p><u>125 (1)</u> Without restricting the generality of section 124, every employer shall, in respect of every work place controlled by the employer and, in respect of every work activity carried out by an employee in a work place that is not controlled by the employer, to the extent that the employer controls the activity,</p> <p>(a) ensure that all permanent and temporary buildings and structures meet the prescribed standards;</p> <p>(b) install guards, guard-rails, barricades and fences in accordance with prescribed standards;</p> <p>(c) investigate, record and report in the manner and to the authorities as prescribed all accidents, occupational diseases and other hazardous occurrences known to the employer;</p> <p>(d) post in a conspicuous place accessible to every employee</p> <p style="padding-left: 40px;">(i) a copy of this Part,</p> <p style="padding-left: 40px;">(ii) a statement of the employer’s general policy concerning the health and safety at work of employees, and</p> <p style="padding-left: 40px;">(iii) any other printed material related to health and safety that is prescribed or that may be directed by the Minister;</p> <p>(e) make readily available to employees for</p>	<p>Obligations spécifiques</p> <p><u>125 (1)</u> Dans le cadre de l’obligation générale définie à l’article 124, l’employeur est tenu, en ce qui concerne tout lieu de travail placé sous son entière autorité ainsi que toute tâche accomplie par un employé dans un lieu de travail ne relevant pas de son autorité, dans la mesure où cette tâche, elle, en relève:</p> <p>a) de veiller à ce que tous les ouvrages et bâtiments permanents et temporaires soient conformes aux normes réglementaires;</p> <p>b) d’installer des dispositifs protecteurs, garde-fous, barrières et clôtures conformes aux normes réglementaires;</p> <p>c) selon les modalités réglementaires, d’enquêter sur tous les accidents, toutes les maladies professionnelles et autres situations comportant des risques dont il a connaissance, de les enregistrer et de les signaler aux autorités désignées par les règlements;</p> <p>d) d’afficher à un endroit bien en vue, accessible à tous les employés :</p> <p style="padding-left: 40px;">(i) le texte de la présente partie,</p> <p style="padding-left: 40px;">(ii) l’énoncé de ses consignes générales en matière de santé et de sécurité au travail,</p> <p style="padding-left: 40px;">(iii) les imprimés réglementaires concernant la santé et la sécurité et ceux que précise le ministre;</p>

<p>examination, in printed or electronic form, a copy of the regulations made under this Part that apply to the work place;</p> <p>(f) if a copy of the regulations is made available in electronic form, provide appropriate training to employees to enable them to have access to the regulations and, on the request of an employee, make a printed copy of the regulations available;</p> <p>(g) keep and maintain in prescribed form and manner prescribed health and safety records;</p> <p>(h) provide prescribed first-aid facilities and health services;</p> <p>(i) provide prescribed sanitary and personal facilities;</p> <p>(j) provide, in accordance with prescribed standards, potable water;</p> <p>(k) ensure that the vehicles and mobile equipment used by the employees in the course of their employment meet prescribed standards;</p> <p>(l) provide every person granted access to the work place by the employer with prescribed safety materials, equipment, devices and clothing;</p> <p>(m) ensure that the use, operation and maintenance of the following are in accordance with prescribed standards:</p> <p style="padding-left: 40px;">(i) boilers and pressure vessels,</p> <p style="padding-left: 40px;">(ii) escalators, elevators and other devices for moving persons or freight,</p> <p style="padding-left: 40px;">(iii) all equipment for the generation, distribution or use of electricity,</p> <p style="padding-left: 40px;">(iv) gas or oil burning equipment or other heat generating equipment, and</p>	<p>e) de mettre à la disposition des employés, de façon que ceux-ci puissent y avoir effectivement accès sur support électronique ou sur support papier une copie des règlements d'application de la présente partie qui sont applicables au lieu de travail;</p> <p>f) lorsque les règlements d'application de la présente partie sont mis à la disposition des employés sur support électronique, de veiller à ce que ceux-ci reçoivent la formation nécessaire pour être en mesure de les consulter et de mettre à leur disposition, sur demande, une version sur support papier;</p> <p>g) de tenir, selon les modalités réglementaires, des dossiers de santé et de sécurité;</p> <p>h) de fournir les installations de premiers soins et les services de santé réglementaires;</p> <p>i) de fournir les installations sanitaires et personnelles réglementaires;</p> <p>j) de fournir, conformément aux normes réglementaires, de l'eau potable;</p> <p>k) de veiller à ce que les véhicules et l'équipement mobile que ses employés utilisent pour leur travail soient conformes aux normes réglementaires;</p> <p>l) de fournir le matériel, l'équipement, les dispositifs et les vêtements de sécurité réglementaires à toute personne à qui il permet l'accès du lieu de travail;</p> <p>m) de veiller à ce que soient conformes aux normes réglementaires l'utilisation, le fonctionnement et l'entretien :</p> <p style="padding-left: 40px;">(i) des chaudières et des réservoirs sous pression,</p> <p style="padding-left: 40px;">(ii) des escaliers mécaniques, ascenseurs et autres dispositifs destinés au transport des personnes ou du matériel,</p>
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<p>(v) heating, ventilation and air-conditioning systems;</p> <p>(n) ensure that the levels of ventilation, lighting, temperature, humidity, sound and vibration are in accordance with prescribed standards;</p> <p>(o) comply with prescribed standards relating to fire safety and emergency measures;</p> <p>(p) ensure, in the prescribed manner, that employees have safe entry to, exit from and occupancy of the work place;</p> <p>(q) provide, in the prescribed manner, each employee with the information, instruction, training and supervision necessary to ensure their health and safety at work;</p> <p>(r) maintain all installed guards, guard-rails, barricades and fences in accordance with prescribed standards;</p> <p>(s) ensure that each employee is made aware of every known or foreseeable health or safety hazard in the area where the employee works;</p> <p>(t) ensure that the machinery, equipment and tools used by the employees in the course of their employment meet prescribed health, safety and ergonomic standards and are safe under all conditions of their intended use;</p> <p>(u) ensure that the work place, work spaces and procedures meet prescribed ergonomic standards;</p> <p>(v) adopt and implement prescribed safety codes and safety standards;</p> <p>(w) ensure that every person granted access to the work place by the employer is familiar with and uses in the prescribed circumstances and manner all prescribed safety materials, equipment, devices and clothing;</p>	<p>(iii) de l'équipement servant à la production, à la distribution ou à l'utilisation de l'électricité,</p> <p>(iv) des brûleurs à gaz ou à pétrole ou autres appareils générateurs de chaleur,</p> <p>(v) des systèmes de chauffage, de ventilation et de conditionnement de l'air;</p> <p>n) de veiller à ce que l'aération, l'éclairage, la température, l'humidité, le bruit et les vibrations soient conformes aux normes réglementaires;</p> <p>o) de se conformer aux normes réglementaires en matière de prévention des incendies et de mesures d'urgence;</p> <p>p) de veiller, selon les modalités réglementaires, à ce que les employés puissent entrer dans le lieu de travail, en sortir et y demeurer en sécurité;</p> <p>q) d'offrir à chaque employé, selon les modalités réglementaires, l'information, la formation, l'entraînement et la surveillance nécessaires pour assurer sa santé et sa sécurité;</p> <p>r) d'entretenir, conformément aux normes réglementaires, les dispositifs protecteurs, garde-fous, barrières et clôtures qui y sont installés;</p> <p>s) de veiller à ce que soient portés à l'attention de chaque employé les risques connus ou prévisibles que présente pour sa santé et sa sécurité l'endroit où il travaille;</p> <p>t) de veiller à ce que l'équipement — machines, appareils et outils — utilisé par ses employés pour leur travail soit conforme aux normes réglementaires de santé, de sécurité et d'ergonomie, et sécuritaire dans tous les usages auxquels il est destiné;</p> <p>u) de veiller à ce que le lieu de travail, les</p>
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<p>(x) comply with every oral or written direction given to the employer by the Minister or an appeals officer concerning the health and safety of employees;</p> <p>(y) ensure that the activities of every person granted access to the work place do not endanger the health and safety of employees;</p> <p>(z.01) ensure that members of policy and work place committees and health and safety representatives receive the prescribed training in health and safety and are informed of their responsibilities under this Part;</p> <p>(z.02) respond as soon as possible to reports made by employees under paragraph 126(1)(g);</p> <p>(z.03) develop, implement and monitor, in consultation with the policy committee or, if there is no policy committee, with the work place committee or the health and safety representative, a prescribed program for the prevention of hazards in the work place appropriate to its size and the nature of the hazards in it that also provides for the education of employees in health and safety matters;</p> <p>(z.04) where the program referred to in paragraph (z.03) does not cover certain hazards unique to a work place, develop, implement and monitor, in consultation with the work place committee or the health and safety representative, a prescribed program for the prevention of those hazards that also provides for the education of employees in health and safety matters related to those hazards;</p> <p>(z.05) consult the policy committee or, if there is no policy committee, the work place committee or the health and safety representative to plan the implementation of changes that might affect occupational health and safety, including work processes and</p>	<p>postes de travail et les méthodes de travail soient conformes aux normes réglementaires d'ergonomie;</p> <p>v) d'adopter et de mettre en oeuvre les normes et codes de sécurité réglementaires;</p> <p>w) de veiller à ce que toute personne admise dans le lieu de travail connaisse et utilise selon les modalités réglementaires le matériel, l'équipement, les dispositifs et les vêtements de sécurité réglementaires;</p> <p>x) de se conformer aux instructions verbales ou écrites qui lui sont données par le ministre ou l'agent d'appel en matière de santé et de sécurité des employés;</p> <p>y) de veiller à ce que la santé et la sécurité des employés ne soient pas mises en danger par les activités de quelque personne admise dans le lieu de travail;</p> <p>z) de veiller à ce que les employés qui exercent des fonctions de direction ou de gestion reçoivent une formation adéquate en matière de santé et de sécurité, et soient informés des responsabilités qui leur incombent sous le régime de la présente partie dans la mesure où ils agissent pour le compte de l'employeur;</p> <p>z.01) de veiller à ce que les membres du comité d'orientation, ainsi que les membres du comité local ou le représentant, reçoivent la formation réglementaire en matière de santé et de sécurité, et soient informés des responsabilités qui leur incombent sous le régime de la présente partie;</p> <p>z.02) de répondre sans délai à tout rapport fait au titre de l'alinéa 126(1)g);</p> <p>z.03) en consultation avec le comité d'orientation ou, à défaut, le comité local ou le représentant, d'élaborer et de mettre en oeuvre un programme réglementaire de prévention des risques professionnels — en fonction de la</p>
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<p>procedures;</p> <p>(z.06) consult the work place committee or the health and safety representative in the implementation of changes that might affect occupational health and safety, including work processes and procedures;</p> <p>(z.07) ensure the availability in the work place of premises, equipment and personnel necessary for the operation of the policy and work place committees;</p> <p>(z.08) cooperate with the policy and work place committees or the health and safety representative in the execution of their duties under this Part;</p> <p>(z.09) develop health and safety policies and programs in consultation with the policy committee or, if there is no policy committee, with the work place committee or the health and safety representative;</p> <p>(z.10) respond in writing to recommendations made by the policy and work place committees or the health and safety representative within thirty days after receiving them, indicating what, if any, action will be taken and when it will be taken;</p> <p>(z.11) provide to the policy committee, if any, and to the work place committee or the health and safety representative, a copy of any report on hazards in the work place, including an assessment of those hazards;</p> <p>(z.12) ensure that the work place committee or the health and safety representative inspects each month all or part of the work place, so that every part of the work place is inspected at least once each year;</p> <p>(z.13) when necessary, develop, implement and monitor a program for the provision of personal protective equipment, clothing, devices or materials, in consultation, except in</p>	<p>taille du lieu de travail et de la nature des risques qui s’y posent —, y compris la formation des employés en matière de santé et de sécurité, et d’en contrôler l’application;</p> <p>z.04) relativement aux risques propres à un lieu de travail et non couverts par un programme visé à l’alinéa z.03), en consultation avec le comité d’orientation ou, à défaut, le comité local ou le représentant, d’élaborer et de mettre en oeuvre un programme réglementaire de prévention de ces risques, y compris la formation des employés en matière de santé et de sécurité relativement à ces risques, et d’en contrôler l’application;</p> <p>z.05) de consulter le comité d’orientation ou, à défaut, le comité local ou le représentant, en vue de planifier la mise en oeuvre des changements qui peuvent avoir une incidence sur la santé et la sécurité au travail, notamment sur le plan des procédés et des méthodes de travail;</p> <p>z.06) de consulter le comité local ou le représentant pour la mise en oeuvre des changements qui peuvent avoir une incidence sur la santé et la sécurité au travail, notamment sur le plan des procédés et des méthodes de travail;</p> <p>z.07) de mettre à la disposition du comité d’orientation et du comité local les installations, le matériel et le personnel dont ils ont besoin dans le lieu de travail;</p> <p>z.08) de collaborer avec le comité d’orientation et le comité local ou le représentant pour l’exécution des responsabilités qui leur incombent sous le régime de la présente partie;</p> <p>z.09) en consultation avec le comité d’orientation ou, à défaut, le comité local ou le représentant, d’élaborer des orientations et des programmes en matière de santé et de sécurité;</p> <p>z.10) de répondre par écrit aux</p>
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<p>emergencies, with the policy committee or, if there is no policy committee, with the work place committee or the health and safety representative;</p> <p>(z.14) take all reasonable care to ensure that all of the persons granted access to the work place, other than the employer's employees, are informed of every known or foreseeable health or safety hazard to which they are likely to be exposed in the work place;</p> <p>(z.15) meet with the health and safety representative as necessary to address health and safety matters;</p> <p>(z.16) take the prescribed steps to prevent and protect against violence in the work place;</p> <p>(z.17) post and keep posted, in a conspicuous place or places where they are likely to come to the attention of employees, the names, work place telephone numbers and work locations of all of the members of work place committees or of the health and safety representative;</p> <p>(z.18) provide, within thirty days after receiving a request, or as soon as possible after that, the information requested from the employer by a policy committee under subsection 134.1(5) or (6), by a work place committee under subsection 135(8) or (9) or by a health and safety representative under subsection 136(6) or (7); and</p> <p>(z.19) consult with the work place committee or the health and safety representative on the implementation and monitoring of programs developed in consultation with the policy committee.</p>	<p>recommandations du comité d'orientation, du comité local ou du représentant dans les trente jours suivant leur réception, avec mention, le cas échéant, des mesures qui seront prises et des délais prévus à cet égard;</p> <p>z.11) de fournir au comité d'orientation, ainsi qu'au comité local ou au représentant, copie de tout rapport sur les risques dans le lieu de travail, notamment sur leur appréciation;</p> <p>z.12) de veiller à ce que le comité local ou le représentant inspecte chaque mois tout ou partie du lieu de travail, de façon que celui-ci soit inspecté au complet au moins une fois par année;</p> <p>z.13) selon les besoins, d'élaborer et de mettre en oeuvre, en consultation — sauf en cas d'urgence — avec le comité d'orientation ou, à défaut, le comité local ou le représentant, un programme de fourniture de matériel, d'équipement, de dispositifs ou de vêtements de protection personnels, et d'en contrôler l'application;</p> <p>z.14) de prendre toutes les précautions nécessaires pour que soient portés à l'attention de toute personne — autre qu'un de ses employés — admise dans le lieu de travail les risques connus ou prévisibles auxquels sa santé et sa sécurité peuvent être exposées;</p> <p>z.15) de tenir au besoin avec le représentant des réunions ayant pour objet la santé et la sécurité au travail;</p> <p>z.16) de prendre les mesures prévues par les règlements pour prévenir et réprimer la violence dans le lieu de travail;</p> <p>z.17) d'afficher en permanence dans un ou plusieurs endroits bien en vue et fréquentés par ses employés les nom, numéro de téléphone au travail et lieu de travail des membres des comités locaux et des représentants;</p>
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	<p>z.18) de fournir, dans les trente jours qui suivent une demande à cet effet ou dès que possible par la suite, les renseignements exigés soit par un comité d'orientation en vertu des paragraphes 134.1(5) ou (6), soit par un comité local en vertu des paragraphes 135(8) ou (9), soit par un représentant en vertu des paragraphes 136(6) ou (7);</p> <p>z.19) de consulter le comité local ou le représentant pour la mise en oeuvre et le contrôle d'application des programmes élaborés en consultation avec le comité d'orientation.</p>
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2. The [Canada Occupational Health and Safety Regulations](#), SOR/86-304:

<p>PART II - PERMANENT STRUCTURES</p> <p>Standards</p> <p>2.2 (1) The design and construction of every building, the construction of which begins on or after the day of the coming into force of this subsection, shall meet the requirements of the National Building Code.</p> <p>Clearances</p> <p>2.4 A window awning or canopy or any part of a building that projects over an exterior passageway shall be installed or constructed in a manner that allows a clearance of not less than 2.2 m between the passageway surface and the lowest projection of the awning or canopy or projecting part of the building.</p> <p>Guardrails</p> <p>2.12 (2) Every guardrail shall be designed to withstand a static load of 890 N applied in any direction at any point on the top rail.</p>	<p>PARTIE II - OUVRAGES PERMANENTS</p> <p>Normes</p> <p>2.2 (1) Tout bâtiment dont la construction débute à la date d'entrée en vigueur du présent paragraphe ou après cette date doit être conçu et construit conformément aux exigences du Code canadien du bâtiment.</p> <p>Hauteurs libres</p> <p>2.4 Les auvents de fenêtre, les marquises ou les parties d'un bâtiment formant saillie au-dessus d'un passage extérieur doivent être construits ou installés de manière à laisser une hauteur libre d'au moins 2,2 m entre le sol et leur point le plus bas.</p> <p>Garde-fous</p> <p>2.12 (2) Tout garde-fou doit être conçu pour supporter une charge statique de 890 N appliquée en quelque sens que ce soit sur tout point de la traverse supérieure.</p>
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<p>Housekeeping and Maintenance</p> <p><u>2.14</u> (1) Every exterior stairway, walkway, ramp and passageway that may be used by employees shall be kept free of accumulations of ice and snow or other slipping or tripping hazards.</p> <p>(2) All dust, dirt, waste and scrap material in every work place in a building shall be removed as often as is necessary to protect the health and safety of employees and shall be disposed of in such a manner that the health and safety of employees is not endangered.</p> <p>(3) Every travelled surface in a work place shall be</p> <p>(a) slip resistant; and</p> <p>(b) kept free of splinters, holes, loose boards and tiles and similar defects.</p>	<p>Ordre, propreté et entretien</p> <p><u>2.14</u> (1) Les escaliers, passerelles, plans inclinés et passages extérieurs susceptibles d’être utilisés par des employés doivent être libres de toute accumulation de glace, de neige ou d’autres matières pouvant faire glisser ou trébucher les employés.</p> <p>(2) La poussière, la saleté, les déchets et les rebuts dans un lieu de travail intérieur doivent être enlevés aussi souvent qu’il est nécessaire pour protéger la santé et la sécurité des employés, et être éliminés de façon à ne pas constituer un danger pour leur santé et leur sécurité.</p> <p>(3) Les aires de circulation dans un lieu de travail doivent être :</p> <p>a) antidérapantes;</p> <p>b) exemptes d’éclats de bois, de trous, de planches et carreaux mal fixés et d’autres défauts semblables.</p>
<p>PART III - TEMPORARY STRUCTURES AND EXCAVATIONS</p> <p>Guardrails and Toe Boards</p> <p><u>3.8</u> (1) Guardrails and toe boards shall be installed at every open edge of a platform of a temporary structure.</p> <p>(2) The guardrails and toe boards referred to in subsection (1) shall meet the standards set out in sections 2.12 and 2.13.</p>	<p>PARTIE III - STRUCTURES TEMPORAIRES ET TRAVAUX DE CREUSAGE</p> <p>Garde-fous et butoirs de pied</p> <p><u>3.8</u> (1) Des garde-fous et des butoirs de pied doivent être installés sur les côtés non protégés de la plate-forme de toute structure temporaire.</p> <p>(2) Les garde-fous et les butoirs de pied visés au paragraphe (1) doivent être conformes aux normes énoncées aux articles 2.12 et 2.13.</p>
<p>PART XII - SAFETY MATERIALS, EQUIPMENT, DEVICES AND CLOTHING</p>	<p>PARTIE XII - MATÉRIEL, ÉQUIPEMENT, DISPOSITIFS, VÊTEMENTS DE SÉCURITÉ</p>

<p>Fall-Protection Systems</p> <p><u>12.10</u> (1) Subject to subsection (1.1), every employer shall provide a fall-protection system to any person, other than an employee who is installing or removing a fall-protection system in accordance with the instructions referred to in subsection (5), who works</p> <p>(a) from an unguarded structure or on a vehicle, at a height of more than 2.4 m above the nearest permanent safe level or above any moving parts of machinery or any other surface or thing that could cause injury to a person on contact;</p> <p>(b) from a temporary structure at a height of more than 6 m above a permanent safe level; or</p> <p>(c) from a ladder at a height of more than 2.4 m above the nearest permanent safe level where, because of the nature of the work, that person is unable to use at least one hand to hold onto the ladder.</p> <p>(1.1) Where an employee is required to work on a vehicle on which it is not reasonably practicable to provide a fall-protection system, the employer shall</p> <p>(a) in consultation with the policy committee or, if there is no policy committee, the work place committee or the health and safety representative,</p> <p>(i) perform a job safety analysis to eliminate or minimize the need for the employee to climb onto the vehicle or its load, and</p> <p>(ii) provide every employee who is likely to climb onto the vehicle or its load with training and instruction on the safe method of climbing onto and working on the vehicle or its load;</p>	<p>Dispositifs de protection contre les chutes</p> <p><u>12.10</u> (1) Sous réserve du paragraphe (1.1), l'employeur doit fournir un dispositif de protection contre les chutes à toute personne qui travaille dans l'une des situations qui suivent, à l'exception de l'employé qui installe ou qui démonte un tel dispositif selon les instructions visées au paragraphe (5) :</p> <p>a) sur une structure non protégée ou sur un véhicule, à une hauteur de plus de 2,4 m au-dessus du niveau permanent sûr le plus proche, ou au-dessus de pièces mobiles d'une machine ou de toute autre surface ou chose au contact desquelles elle pourrait se blesser;</p> <p>b) sur une structure temporaire qui est à plus de 6 m au-dessus d'un niveau permanent sûr;</p> <p>c) sur une échelle, lorsque la personne travaille à une hauteur de plus de 2,4 m au-dessus du niveau permanent sûr le plus proche et que, en raison de la nature de son travail, elle ne peut s'agripper à l'échelle par au moins une main.</p> <p>(1.1) Lorsqu'un employé doit travailler sur un véhicule où il est en pratique impossible de lui fournir un dispositif de protection contre les chutes, l'employeur doit :</p> <p>a) en consultation avec le comité d'orientation ou, à défaut, le comité local ou le représentant :</p> <p>(i) faire une analyse de la sécurité des tâches en vue d'éliminer la nécessité pour l'employé de grimper sur le véhicule ou sur son chargement ou de réduire les occasions de le faire,</p> <p>(ii) fournir, à tout employé qui peut être appelé à grimper sur le véhicule ou sur son chargement, de la formation et des instructions concernant la façon sécuritaire de grimper et de travailler dans ces conditions;</p>
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<p>(b) make a report in writing to the Minister setting out the reasons why it is not reasonably practicable to provide a fall-protection system and include the job safety analysis and a description of the training and instruction referred to in paragraph (a); and</p> <p>(c) provide a copy of the report referred to in paragraph (b) to the policy committee or, if there is no policy committee, the work place committee or the health and safety representative.</p> <p>(1.2) The job safety analysis, training and instruction referred to in paragraph (1.1)(a) shall be reviewed every two years in consultation with the policy committee or, if there is no policy committee, the work place committee or the health and safety representative.</p> <p>(2) The components of a fall-protection system shall meet the following standards:</p> <p>(a) CSA Standard Z259.1-1976, Fall-Arresting Safety Belts and Lanyards for the Construction and Mining Industries, the English version of which is dated November, 1976, as amended to May, 1979 and the French version of which is dated April, 1980;</p> <p>(b) CSA Standard Z259.2-M1979, Fall-Arresting Devices, Personnel Lowering Devices and Life Lines, the English version of which is dated November, 1979 and the French version of which is dated October, 1983; and</p> <p>(c) CSA Standard Z259.3-M1978, Lineman's Body Belt and Lineman's Safety Strap, the English version of which is dated September, 1978, as amended to April, 1981 and the French version of which is dated April, 1980, as amended to April, 1981.</p>	<p>b) présenter au ministre un rapport écrit indiquant la raison pour laquelle il est en pratique impossible de fournir à l'employé un dispositif de protection contre les chutes, accompagné de l'analyse de la sécurité des tâches et d'une description de la formation et des instructions mentionnées à l'alinéa a);</p> <p>c) fournir une copie du rapport au comité d'orientation ou, à défaut, au comité local ou au représentant.</p> <p>(1.2) L'analyse de la sécurité des tâches, la formation et les instructions sont examinées tous les deux ans, en consultation avec le comité d'orientation ou, à défaut, le comité local ou le représentant.</p> <p>(2) Les composantes d'un dispositif de protection contre les chutes doit être conforme aux normes suivantes :</p> <p>a) la norme Z259.1-1976 de l'ACNOR intitulée Ceintures de sécurité et cordons d'assujettissement antichute pour les industries de la construction et des mines, publiée dans sa version française en avril 1980 et publiée dans sa version anglaise en novembre 1976 (la dernière modification date de mai 1979);</p> <p>b) la norme Z259.2-M1979 de l'ACNOR intitulée Dispositifs antichutes, descendeurs et cordes d'assurance, publiée dans sa version française en octobre 1983 et publiée dans sa version anglaise en novembre 1979;</p> <p>c) la norme Z259.3-M1978 de l'ACNOR intitulée Ceintures et courroies de sécurité de monteurs de lignes, publiée dans sa version française en avril 1980 (la dernière modification date d'avril 1981) et publiée dans sa version anglaise en septembre 1978 (la dernière modification date d'avril 1981).</p> <p>(3) Le point d'attache d'un dispositif de protection contre les chutes doit pouvoir</p>
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<p>(3) The anchor of a fall-protection system shall be capable of withstanding a force of 17.8 kN.</p> <p>(4) A fall-protection system that is used to arrest the fall of a person shall prevent that person</p> <p>(a) from being subjected to a peak fall arrest force greater than 8 kN; and</p> <p>(b) from falling freely for more than 1.2 m.</p> <p>(5) Where an employee is about to install or remove a fall-protection system, the employer shall</p> <p>(a) prepare written instructions for the safe installation or removal of the fall-protection system; and</p> <p>(b) keep a copy of the instructions readily available for the information of the employee.</p>	<p>résister à une force de 17,8 kN.</p> <p>(4) Un dispositif de protection contre les chutes utilisé pour entraver la chute d'une personne, doit empêcher celle-ci :</p> <p>a) d'être soumise à une force d'arrêt supérieure à 8 kN;</p> <p>b) de faire une chute libre de plus de 1,2 m.</p> <p>(5) Lorsqu'un employé est sur le point d'installer ou de démonter un dispositif de protection contre les chutes, l'employeur doit :</p> <p>a) formuler des instructions écrites concernant l'installation ou le démontage en toute sécurité du dispositif de protection contre les chutes;</p> <p>b) mettre à la disposition des employés un exemplaire des instructions à des fins de consultation.</p>
<p style="text-align: center;">SCHEDULE V - SUBJECTS TO BE INCLUDED IN THE COURSES</p> <p style="text-align: center;">PART XVII</p> <p style="text-align: center;">Safe Occupancy of the Work Place</p> <p>Emergency Procedures</p> <p>17.5 (1) Every employer shall, after consultation with the work place committee or the health and safety representative and with the employers of any persons working in the building to whom the Act does not apply, prepare emergency procedures</p> <p>(a) to be implemented if any person commits or threatens to commit an act that is likely to be hazardous to the health and safety of the employer or any of his or her employees;</p>	<p style="text-align: center;">ANNEXE V - SUJETS INSCRITS AUX COURS</p> <p style="text-align: center;">PARTIE XVII</p> <p style="text-align: center;">Séjourner en sécurité dans un lieu de travail</p> <p>Procédures d'urgence</p> <p>17.5 (1) L'employeur doit, après avoir consulté le comité local ou le représentant et les employeurs des personnes non visées par la Loi qui travaillent dans le bâtiment, établir les procédures d'urgence :</p> <p>a) à prendre si quelqu'un commet ou menace de commettre un acte qui est susceptible de présenter un risque pour la santé ou la sécurité de l'employeur ou de l'un de ses employés;</p> <p>b) à prendre s'il y a risque d'accumulation, de</p>

<p>(b) if there is a possibility of an accumulation, spill or leak of a hazardous substance in a work place controlled by the employer, to be implemented in the event of such an accumulation, spill or leak;</p> <p>(c) if more than 50 employees are working in a building at any time, to be implemented when evacuation is not an appropriate means of ensuring the health and safety of employees;</p> <p>(d) to be implemented in the event of a failure of the lighting system; and</p> <p>(e) to be implemented in the event of a fire.</p> <p>(2) The emergency procedures referred to in subsection (1) shall contain</p> <p>(a) an emergency evacuation plan, where applicable, or a plan for evacuating employees who require special assistance to be implemented in the event of a fire;</p> <p>(b) a full description of the procedures to be followed;</p> <p>(c) the location of the emergency equipment provided by the employer; and</p> <p>(d) a plan of the building, showing</p> <p style="padding-left: 40px;">(i) the name, if any, and the address of the building, and</p> <p style="padding-left: 40px;">(ii) the name and address of the owner of the building.</p> <p>(3) The plan for the evacuation of employees who require special assistance shall be established in consultation with those employees.</p>	<p>déversement ou de fuite d'une substance dangereuse dans le lieu de travail qu'il dirige;</p> <p>c) à prendre dans le cas d'un bâtiment où travaillent plus de 50 employés à un moment quelconque, si l'évacuation n'est pas le moyen approprié d'assurer la santé et la sécurité des employés;</p> <p>d) à prendre s'il y a défaillance du système d'éclairage;</p> <p>e) à prendre en cas d'incendie.</p> <p>(2) Les procédures d'urgence visées au paragraphe (1) précisent :</p> <p>a) le plan d'évacuation d'urgence, le cas échéant, ou le plan d'évacuation des employés ayant besoin d'une aide particulière à suivre en cas d'incendie;</p> <p>b) la description complète des procédures à prendre;</p> <p>c) l'emplacement de l'équipement d'urgence fourni par l'employeur;</p> <p>d) un plan du bâtiment qui indique :</p> <p style="padding-left: 40px;">(i) le nom éventuel et l'adresse du bâtiment,</p> <p style="padding-left: 40px;">(ii) le nom et l'adresse du propriétaire du bâtiment.</p> <p>(3) Le plan d'évacuation des employés ayant besoin d'une aide particulière est établi en consultation avec ceux-ci.</p>
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3. The [Interpretation Act](#), R.S.C. 1985, c. I-21:

<p>Rules of Construction</p> <p>Enactments Remedial</p> <p>Enactments deemed remedial</p> <p><u>12</u> Every enactment is deemed remedial, and shall be given such fair, large and liberal construction and interpretation as best ensures the attainment of its objects.</p>	<p>Règles d'interprétation</p> <p>Solution de droit</p> <p>Principe et interprétation</p> <p><u>12</u> Tout texte est censé apporter une solution de droit et s'interprète de la manière la plus équitable et la plus large qui soit compatible avec la réalisation de son objet.</p>
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