

# **SAFETY AND HEALTH GUIDELINES**

**FOR THE MANITOBA MEDIA  
PRODUCTION INDUSTRY**

*Second Edition*





# ACKNOWLEDGEMENTS

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<p>On Screen Manitoba          Film Training Manitoba          ACTRA - Manitoba          Directors Guild of Canada – Manitoba          Manitoba Film &amp; Music          International Alliance of Theatrical Stage Employees, Local 856 – Motion Picture Technicians          City of Winnipeg, Film and Special Events Office</p>	<p>Manitoba Sport, Culture and Heritage          Manitoba Infrastructure - Traffic Engineering          Manitoba Workplace Safety and Health          Manitoba Wildlife Branch          Manitoba Office of the Fire Commissioner          Manitoba Workers Compensation Board          SAFE Work Manitoba</p>
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Media Production Industry Association

Association des professionnels de l'industrie audiovisuelle



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# INTRODUCTION

The media production industry finances, manufactures, distributes and markets audiovisual content for broadcast, online and in-theatre audiences. Audiovisual content includes short form, long form and series in live action and animated styles that may be scripted or unscripted, including work that is fictional, documentary, factual, commercial, and/or educational in nature. Production of audiovisual content is a highly complex business, requiring the orchestration of diverse technical and creative skills. It also presents unique, unusual workplace safety and health hazards.

The purpose of *Safety and Health Guidelines for the Manitoba Media Production Industry* is to provide a summary of workplace safety and health legislation to communicate minimum safety and health standards. The Guidelines are intended to assist all industry professionals in Manitoba's media production industry including employers, employees, contractors, subjects, visitors, volunteers and affiliated officials attending a media production industry work site (including producers, cast, background performers, subjects, artisans, technicians, crew, production office workers, etc.) to understand their legal rights and responsibilities for workplace health and safety. All have a legal and moral responsibility for workplace safety.

This guide is supplemental to — and not a replacement for — the requirements stipulated in the Manitoba Workplace Safety and Health Act and Regulations (The Act). For any in-depth interpretation of the laws and regulations for all safety and health issues that may arise on location, on set, in studios, in shops, in production offices or on other related worksites, the reader should refer to The Act and Regulations.

The Government of Manitoba has consolidated The Act and Regulation into one document, which is not always up to date. The current consolidated document is missing changes made to The Act on May 20, 2021. Official, updated copies of The Act and Regulation are available through bilingual PDFs on the provincial government's website.

The Act: <https://web2.gov.mb.ca/laws/statutes/ccsm/w210e.php>

The Regulations: <https://web2.gov.mb.ca/laws/regs/index.php?act=w210>

Consolidated Document (out of date): <https://www.gov.mb.ca/labour/safety/wshl.html>

The Manitoba Labour and Regulatory Services - Workplace Safety and Health and the Manitoba Workers Compensation Board accept the *Safety and Health Guidelines for the Manitoba Media Production Industry* as being reasonable precautions to protect the health and safety of persons in the Manitoba media production industry. The Department will refer to them in conjunction with the requirements of *The Workplace Safety and Health Act and Regulation 2020* and other appropriate legislation. Officers with the Manitoba Labour and Regulatory Services - Workplace Safety and Health and the Manitoba Workers Compensation Board will apply the requirements of the Workplace Safety and Health Act and relevant Regulations. It is important to remember that the responsibility of an Officer is to apply and enforce the law and they are not bound by or obliged to apply the *Safety and Health Guidelines for the Manitoba Media Production Industry*.

Health and safety is everyone's concern. All employers, employees, contractors, subjects, visitors, volunteers and affiliated officials attending media production work sites in Manitoba should be familiar with and understand the Guidelines set forth in this document. At all times we must all be vigilant in identifying potential hazards by being aware of where we are, what we are doing, with what and to whom. Safety is cost-effective in both human and economic terms.

Note that a review of The Act concluded in 2017, which was followed by consultations and recommendations from the Advisory Council on Workplace Safety and Health in 2018. As part of the Harmonization of Occupational Safety and Health Enforcement Amendments with the Government of Canada and other Canadian jurisdictions, The Act was amended and passed by the Legislature in 2020.

The Manitoba Media Production Industry Guidelines document was originally published in 2015 by On Screen Manitoba in cooperation with many industry partners and has been amended to reflect current

laws and legislation.

**The following changes to the Workplace Safety and Health Act and Regulation have been incorporated to this, Second Edition:**

- **Guideline No. 2: Procedure – Right to Refuse Dangerous Work**
- **Guideline No. 3: First Aid**
- **Guideline No. 4: Carpentry/Woodworking - Equipment Lock Out**
- **Guideline No. 4: Carpentry/Woodworking - Rope Access**
- **Guideline No. 6: Ladders and Scaffolding**
- **Guideline No. 8: Electrical Safety - Generator Sources**
- **Guideline No. 9: Hair and Make-up - Chemical Guidelines**
- **Guideline No. 10: Hazardous Products**
- **Guideline No. 11: Locations and Temporary Location Facilities – Confined Spaces**
- **Guideline No. 11: Locations and Temporary Location Facilities – Use of Roads and Highways**
- **Guideline No. 12: Water Locations - Small Craft / Vessels – PFD's**
- **Guideline No. 13 Water Hazards - Large Controlled Ponds**
- **Guideline No. 15: Insert Camera Cars – Self Driving Vehicles**
- **Guideline No. 23: Animal Handling**
- **Guideline No. 27 Unmanned Air Vehicle (UAV) or Camera Drone**
- **Guideline No. 28: Underwater Stunts and Underwater Film Operations**
- **Guideline No. 29: Working Alone or In Isolation**
- **Guideline No. 30: Bio Hazards - Epidemic or Pandemic Preparedness**



# INTERPRETATION OF GUIDELINES

To provide consistency in the application of these Guidelines, the following words are defined as follows:

1. "Competent person" means a person who is:
  - i. qualified because of that person's knowledge, training and experience to do the assigned work in a manner that will ensure the health and safety of every person in the workplace; and
  - ii. knowledgeable about the provisions of the Act and Regulations that apply to the assigned work, and about potential or actual danger to health or safety associated with the assigned work.
2. "Designated" or "Designated competent" means designated, in writing, by the employer unless otherwise specifically provided.

The designation must be in writing and must be clear on a person-by-person basis who is covered and who is not; however, there is no requirement for individuals' names to appear on a list. It would be adequate to refer to job titles, or similar categories, as long as there is only one job title/category per individual.
3. "Employee" means a) any person who is employed by an employer to perform a service whether for gain or reward. b) any person engaged by another person to perform services, whether under a contract of employment or not.
4. "Employer" means a person who employs one or more employees or contracts for the services of one or more employees, and includes a constructor, contractor or subcontractor.
5. "Shall" refers to existing Laws and Regulations that must be adhered to.
6. "Should" refers to recognized safety methods and procedures and are recommended to be followed to ensure the safety and health of all persons.
7. "Officer" means a person designed as a safety and health officer under The Act
8. "Workplace" means any building, site, structure, indoors or outdoors, where an employee is or is likely to be engaged in any occupation and includes any vehicle or mobile equipment used or likely to be used by an employee in an occupation.
9. "The Act" means the Manitoba Workplace Safety and Health Act.

# GENERAL SAFETY AND HEALTH GUIDELINES

## Guideline No. 1: Safety Responsibilities and Duties

### Responsibilities

Located in the centre of Canada, Manitoba's media production industry strives to be an internationally-recognized leader in industry best practices and safety awareness throughout the lifecycle of all productions.

As a centre for production excellence, our commitment to workplace safety and health protocols begins on the first day of Pre-Production, ramps up for Production and continues through Post-Production.

Manitoba media production industry professionals affirm this commitment by infusing workplace safety and health into every production regardless of budget, including short form, long form and series of all types including fiction, documentary, animation, commercial, educational, etc.

These guidelines define the "Workplace" to be the entire scope of filming operations, including production offices, shops, studio spaces, as well as near, distant and isolated locations and encompasses every worker at each of these "Work Sites".

Safety is the responsibility of every individual in the workplace. The following lists the duties and responsibilities of various departments. Safety takes precedence over expediency or short cuts. It is recognized that there may be unforeseen or unique situations that require onsite judgment calls and employers must ensure that their representatives are appropriately trained and have the knowledge and ability to assess each of these situations and act accordingly to ensure everyone's safety. The safety of all personnel involved must be the foremost priority.

### Executive Producer/Producer/Line Producer:

1. Shall ensure the safety of all persons associated with the production and general public;
2. Shall promote safety and provide safe working conditions;
3. Shall provide and maintain at all workplaces any first aid supplies, and required services, and designate a person who shall be trained in first aid, as required under the Workplace Safety and Health Act - Regulation 217/2006 Part 5 (refer to Guideline No. 3); and
4. Shall comply with all safety Statutes and Regulations.

### Production Manager:

1. Shall facilitate the implementation of all reasonable safeguards and ensure safe working conditions for all persons associated with the production and the general public;
2. Shall ensure that all employees have access to and are aware of the contents of the *Safety and Health Guidelines for the Manitoba Media Production Industry*; and
3. Shall comply with all safety Statutes and Regulations.

### 1st Assistant Director:

1. Shall ensure safe working conditions on set;
2. Shall ensure that appropriate safeguards are in place and that an emergency plan has been devised;
3. Shall confer and consult with the Stunt Coordinator, Special Effects Coordinator, Weapons Handler, Animal Handler, and Department Heads to assure that all reasonable safeguards are in place;

4. Shall schedule sufficient time to allow the Stunt Coordinator, Special Effects Coordinator, Weapons Handler, Animal Handler, and Department Heads to inform the performers and crew of all pertinent safety considerations;
5. Shall communicate on-set developments or potential hazards to the Producer and/or Production Manager; and
6. Shall comply with all safety Statutes and Regulations.

**Department Heads:**

1. Shall ensure that all department functions are performed in accordance with standard practices and all necessary precautions are observed, including the use of proper safeguards and means of personal protection, and a careful check of all new and relocated equipment before it is placed in operation;
2. Shall ensure that any necessary safety equipment and/or protective devices are being used or worn;
3. Shall inform their department personnel of all known or reasonably foreseeable risks to safety and health in the area where the workers are performing work;
4. Shall inform and educate their department as to the properties of any chemicals and/or hazardous materials stored or handled by them and emergency procedures to be followed;
5. Shall instruct new/inexperienced personnel on departmental safety procedures;
6. Shall insist that any injured personnel secure first aid and report all injuries to an appropriately trained Safety Supervisor, Production Manager and/or 1st Assistant Director; and
7. Shall comply with all safety Statutes and Regulations.

The 1<sup>st</sup> Assistant Director and Department Heads shall conduct daily safety and health orientation meetings with work crews prior to job assignments. These safety orientations shall demonstrate proper safety procedures to complete the job; use safety bulletins or other hand-out training materials; introduce new employees to safety procedures, rules and practices; and make employees aware of safety equipment available for the job (respirators, gloves, etc.) (Workplace Safety and Health Bulletin#231 Worker Rights and Responsibilities & Bulletin #255 Safety and Health Orientation Requirements.

**Employee/Contractor/Freelancer:**

1. Shall follow safe procedures and take an active role in protecting themselves and all others possibly affected by their undertakings;
2. Shall, in the case of injury, report promptly to Department Head and seek first aid or medical help without delay;
3. Shall immediately report any hazardous situation to Department Head;
4. Shall comply with all safety Statutes and Regulations; and
5. Shall wear or use protective devices, equipment or clothing as required.

It is in the interest of the highest possible standards of safety on the set that any report of unsafe elements be welcomed as a sign of conscientiousness and professional competence.

The employer (Producer) must ensure that WSH Representatives and/or WSH Committee Members are trained to competently fulfill their duties as committee members or representatives.

WSH Safety Training Workshops on an array of subjects may be found by contacting SAFE Work Manitoba. See link below:

<https://www.safemanitoba.com/topics/Pages/Workshops.aspx>

Additional training is available through various Industry Based Safety Programs (IBSP) and Producers may contact SAFE Work Manitoba for information and contact details for the IBSP that best aligns with their needs. See link below:

<https://www.safemanitoba.com/Resources/Pages/occupational-safety-health-resource-guide.aspx>

## Definitions

### Safety Supervisor

1. Hired by the Producer on shoot days involving complex and potentially hazardous stunts and SFX, to implement any reasonable safeguards necessary to ensure safe working conditions for the cast and crew;
2. Has been entrusted with the responsibility and the ultimate authority to halt shooting or abort any activity in perceived unsafe conditions until deemed safe;
3. Is knowledgeable of the Workplace Safety and Health Act and Regulations;
4. Is knowledgeable of the Guidelines and Regulations set forth in the *Safety and Health Guidelines for the Manitoba Media Production Industry*;
5. Ensures compliance with all safety laws and ordinances;
6. Should hold an Advanced First Aid Certificate, or equivalent.
7. Is responsible for consulting with relevant Department Heads to co-ordinate and implement all safety measures, emergency plans;
8. Is advisor to the Safety and Health Committee and/or Safety Representative;
9. Files reports of work-related injuries to the Producers and appropriate government authorities; and
10. Has sufficient training and experience to consider and create safety plans that will eliminate potential risks associated with the unique nature of each shoot in consultation with qualified domain experts and Department Heads. (i.e. water, fire-burns, stunts, animals, chemical exposure, etc.).

### Safety Representative:

1. Is elected by the crew and identified on the Call Sheet;
2. Is a representative for the crew (both production and technical, cast, and extras) in all matters concerning safety;
3. Is knowledgeable of the Workplace Safety and Health Act;
4. Is trained and knowledgeable of the Guidelines and Regulations contained in the *Safety and Health Guidelines for the Manitoba Media Production Industry*;
5. Ensures that all employees have access to a copy of the *Safety and Health Guidelines for the Manitoba Media Production Industry*;
6. Complies with all safety Statutes and Regulations; and
7. Any employee who believes they are in a potentially hazardous situation, which they have been unable to resolve in consultation with their Department Head, may request the Safety Representative to mediate on their behalf and approach Management if deemed necessary.

## Regulations

## **The Internal Responsibility System (IRS):**

The IRS is a principle on which Occupational Safety and Health is based. This principal is cited and followed in the Occupational Health and Safety Laws of numerous countries; for example the United Kingdom, Australia, the United States and all the provinces in Canada. In Manitoba the IRS is embedded in the Workplace Safety and Health Act (The Act).

The IRS clearly and concisely acknowledges that all workplace parties - employers, employees, suppliers, contractors, owners of property, self-employed persons - have shared responsibilities regarding workplace safety. The IRS further states that the primary responsibility for creating and maintaining a healthy and safe workplace is based on each parties authority and ability to do so (the degree of control they have at a workplace). It also includes a framework for participation in the workplace (an opportunity to determine how work is carried out) communications (transfer of information) and the refusal of dangerous work to ensure the parties can carry out their responsibilities. Finally, it acknowledges the role of the Manitoba Workplace Safety and Health Branch as not one of creating and maintaining safe and healthy workplaces (supplanting the workplace parties) but to establish and clarify the responsibilities of the parties under the law, to support them in carrying out their responsibilities and to intervene appropriately when those responsibilities are not carried out.

Components of the IRS are readily seen throughout the Act. The requirement for Safety and Health Committee or Representatives is one of the vehicles for participation in the workplace. Posting requirements and requirements for providing information ensures a workplace party's right to know.

Where a Safety and Health Committee is not required, for example, at workplaces regularly employing less than twenty (20) workers but regularly more than five (5) workers, at least one trained Safety Representative is required. The Representative should be selected by workers who do not exercise managerial functions or are represented by one or more labour organization.

The Representative shall be appointed in accordance with the constitution of the labour organizations which are the certified bargaining agents or have acquired bargaining rights on behalf of those workers, or if no such labour organization exists, shall be elected by the workers they represent.

## **Requirements for Workplaces with 5 to 19 Employees Inclusive:**

Generally, all employers are expected to apply the Act and the appropriate Regulations to their workplace and to make their employees familiar with the requirements of the Act.

For an Employer with 5 to 19 employees the Act requirements are:

1. Post a copy of the Act and the telephone number of the Manitoba Safety and Health Branch: To report workplace safety and health serious incidents, injuries and fatalities please call us at (204) 957-SAFE (7233) or toll-free in Manitoba at 1-855-957-SAFE (7233).
2. Post any orders/decisions of an WSH officer, as well as post any appeals of orders/decisions and the results of the appeal;
3. Post the required compliance notice once the order has been satisfied;
4. Develop and post a written and signed WSH Policy, (refer to Appendix F);
5. Make available any Regulations that apply to the type of work being done at the workplace;
6. Let employees know they have the right to refuse dangerous, the right to know of any hazards or issues that affect the workplace, the right to identify and participate in the resolution of any safety and health issues arising in the workplace;
7. Maintain equipment and premises;
8. Provide training, instruction and supervision;

9. Ensure proper equipment and safety gear and ensure it is used and used appropriately;
10. Provide written safe work procedures where needed;
11. Provide a listing of all chemicals in the workplace (*MSDS- Material Safety Data Sheets*); and
12. If there are at least 5 employees at any one workplace ensure that a Safety and Health Representative is chosen by the employees. This representative acts as a link between the employees and the employer in matters of identifying hazards; participating in inspections and investigations; and advises on personal protective equipment, (refer to Appendix I).

Note: When a serious incident occurs at a workplace, an employer must immediately notify the WSH Branch of the incident at (204) 957-SAFE (7233) or toll-free in Manitoba at 1-855-957-SAFE (7233). Definition of Serious Incident refer to Manitoba Regulation 317/2026 Part 2 (2.6-2.7(1)).

While there are additional regulatory requirements based on the type of work that takes place in the workplace the following regulatory requirements apply:

1. Provide WHMIS (Workplace Hazardous Materials Information System) training if employees handle or work near any controlled products (cleaning agents, gasoline, solvents etc.); and
2. Refer to Manitoba Regulation 217/2006 Part 5 to determine how many first aiders must be present and many first aid kits required at the workplace.

### **Requirements for Workplaces with 20 or More Employees:**

For a workplace of 20 or more persons, including the owner, the Act requirements are:

1. Post a copy of the Act and the telephone number of the Manitoba Safety and Health Branch: To report workplace safety and health serious incidents, injuries and fatalities please call us at (204) 957-SAFE (7233) or toll-free in Manitoba at 1-855-957-SAFE (7233);
2. Post any orders/decisions of an WSH officer, as well as post any appeals of orders/decisions and the results of the appeal;
3. Post the required compliance notice once the order has been satisfied;
4. Develop and post a written and signed WSH Policy (refer to Appendix F);
5. Develop a written WSH Program as outlined in the Act (refer to Appendix G);
6. Make available any Regulations that apply to the type of work being done in the workplace;
7. Let employees know they have the right to refuse unsafe work, the right to know of any hazards or issues that affect the workplace, and the right to identify and participate in the resolution of any safety and health issues arising in the workplace;
8. Maintain equipment and premises;
9. Provide training, instruction and supervision;
10. Ensure proper equipment and safety gear is used and used appropriately;
11. Provide a listing of all chemicals in the workplace; and
12. If there are at least 20 employees at any one workplace ensure that a Workplace Safety and Health Committee (SHC) is established. Employee committee members are to be chosen by the employees and shall constitute at least 1/2 the membership of the committee, (refer to Appendix H).

Note: Productions typically have multiple worksites, and each worksite is unique in terms of physical location, the number of employees (contract workers, volunteers, subjects, visitors). The duration of productions (including pre-production and post-production) also vary. Regardless of the length and size of the production, ensuring the safety and health of all remains a top priority of the Manitoba media production industry. While short duration projects (less than 4 weeks) do not normally require a WSH Committee

(regardless of the number of employees); it is expected that all Manitoba productions will appoint a Safety Representative regardless of the number of workers or the duration of the project.

Having a safety representative at all times will ensure that hazards, complaints, recommendations, inspections will be dealt with effectively and the lines of communication between the employer and employees regarding the overall improvement of health and safety will continue.

While there are additional regulatory requirements in the workplace based on the type of work that takes place the following regulatory requirements apply:

1. Provide WHMIS (Workplace Hazardous Materials Information training) if employees handle or work near any controlled products (cleaning agents, gasoline, solvents etc.); and
2. Refer to Manitoba Regulation 217-2006 Part 5 to determine how many first aiders must be present and how many first aid kits are required at the workplace.

Note: When a serious incident occurs at a workplace, an employer must immediately notify the WSH Branch of the incident at (204) 957-SAFE (7233) or toll-free in Manitoba at 1-855-957-SAFE (7233). Definition of Serious Incident refer to Manitoba Regulation 217/2006 Part 2 (2.6-2.7(1)).

## Recommendations

1. Where a Call Sheet is used, a Safety Section should be incorporated. Information provided should include, but not be limited to:
  - i. Notice of pyrotechnics, hazardous stunts, etc.;
  - ii. Identification of Safety Representative or Safety Supervisor;
  - iii. Emergency numbers;
  - iv. Reference to relevant Safety and Health Guidelines; and
  - v. Location of safety and first aid equipment.
2. Where a Call Sheet is not used, safety notices should be posted or distributed as appropriate.
3. A copy of the *Safety and Health Guidelines for the Manitoba Media Production Industry* should be available on each work site.
4. It is recommended that for shoot days involving complex and potentially hazardous stunts or FX, a Safety Supervisor should be employed.

## **Guideline No. 2: Procedure – Right to Refuse Dangerous Work**

A worker may refuse to work or do particular work at a workplace if they believe on reasonable grounds that the work constitutes a danger to their safety or health or to the safety or health of another worker or another person.

### **How do I refuse to do work that I believe is dangerous?**

If you have reasonable grounds to believe that your work constitutes a danger to yourself or anyone else at your workplace you may exercise your right to refuse work. (Workplace Safety and Health Bulletin #193)

These are the steps you must follow to refuse such work:

1. Immediately report your concern to a supervisor or the employer;
2. Remain at work, but go to a safe place, away from the hazard. [You should not leave the workplace altogether without the permission of the employer (unless the entire workplace is affected i.e. bad air quality, or high noise levels, throughout).] and
3. Inspect dangerous conditions - If the employer does not remedy the dangerous condition immediately, the person who receives the report of refusal to work, or a person designated by that person, shall immediately inspect the dangerous condition in the presence of the worker and one of the following persons:
  - i. if there is a safety committee, the worker co-chairperson of the committee or, if that person is unavailable, a committee member who represents workers.
  - ii. if there is a Safety Representative or, if they are unavailable, another worker selected by the worker refusing to do the work;
  - iii. if there is no committee or representative, another worker selected by the worker who is refusing to work.

### **What does “reasonable grounds to believe” mean?**

Having “reasonable grounds to believe” means that you have an honest belief that your work will cause you or someone else danger. If this is the case in your situation, you have the right to refuse work. The right to refuse may be used only where you have such reasonable grounds to believe that your work constitutes a danger to yourself or someone else. The right to refuse is only to resolve concerns and issues related to safety and health.

### **What happens after I refuse to do the work?**

1. If, after the worker reports their work refusal to the supervisor, the matter is not remedied to their satisfaction, they must report it to the Safety and Health Committee (SHC)/Representative. If the worker is still not satisfied that the dangerous condition is corrected, then the Workplace Safety and Health Branch can be called to investigate the right to refuse;
2. The Employer, the Safety and Health Representative and employee will try to remedy the situation. If the employer and the worker(s) are unable to agree on a resolution, and workers are not satisfied that an employer has taken necessary steps to remedy the dangerous condition, Manitoba Workplace Safety and Health (WSH) may investigate the right to refuse, which is a high priority issue for WSH.
3. Meanwhile, your employer is allowed to re-assign you to other work; and
4. You may accompany an Officer or the SHC/Representative on a physical inspection of the workplace in relation to the work refusal.



The right to refuse work is an individual choice, therefore you cannot tell another employee to refuse the work. As long as the process described below is followed, it is up to that individual to make up their own mind.

Be aware that the employer has the right to give the work you have refused to another employee, provided that the employee is made aware in writing by the employer:

1. Of your refusal to do the work;
2. The reasons for the refusal; and
3. That they also have the right to refuse the work if they have reasonable grounds to believe the work is unsafe or unhealthy.

### **How long can a work refusal continue?**

The Workplace Safety and Health Act does not specify a time frame for a work refusal to end. However, you may continue your work refusal until:

1. Your employer has taken remedial action to your satisfaction;
2. The committee or Representative will inspect but the legislation does not “unanimously” advise you to return to work; and
3. An WSH Officer has investigated and has advised you in writing to return to work.

### **Will I lose wages during my work refusal?**

When a work refusal is based on a reasonable belief, the law is intended to protect an employee’s wages, salary, and benefits during the period required to resolve a work refusal. When the employer does not reassign the employee to other work or does not pay the employee for the period the employee can file a discriminatory action complaint. Your employer cannot take, or threaten to take, discriminatory action against you because you have refused to do work that you believe to be dangerous or unhealthy. If a dispute arises, you may claim lost pay through a complaint of discriminatory action. If filing a discriminatory complaint, call 204-957-SAFE (7233) and press 1 for Workplace Safety and Health. For more information, refer to the Safe Work Manitoba website at:

<https://www.safemanitoba.com/Resources/Pages/Right-to-Refuse-Summary.aspx>; or by telephone at: Winnipeg 204-957-SAFE (7233); Outside Winnipeg 1-855-957-SAFE (7233).

Note: Work refusals are considered a high priority when reported to the WSH Branch. An investigation into the work refusal may take place on the same day it is reported.

To find out more about your right to refuse work, see Sections 43(1) and 43.3(2) of the Workplace Safety and Health Act. <http://web2.gov.mb.ca/laws/statutes/ccsm/w210e.php>

## Guideline No. 3: First Aid

### See also The Act - Regulation PART 5 FIRST AID

1. Every person shall take every precaution that is reasonable in the circumstances to protect their own safety and health and that of all other persons at or near the workplace and others who may be affected by their undertaking.
2. Manitoba Regulation 217/2006 Part 5 has a table indicating the minimum number of first aiders the employer must ensure are present during working hours at a workplace. (refer to Appendix A)  
A person is considered to be a “basic”, “intermediate” or “advanced” first aider if the person holds the qualifications as set out in CSA Z1210-17, First aid training for the workplace — Curriculum and quality management for training agencies for a basic, intermediate or advanced first aider.
3. The First Aid Certificate(s) of the First Aid Attendant(s) shall be posted at the workplace.
4. Anyone who sustains an injury at a workplace shall, without undue delay, use the first aid services and supplies provided by the Producer.
5. Where first aid is administered to an injured person in the workplace, a written record shall be maintained of:
  - i. The name of the injured person;
  - ii. The date and time of the injury;
  - iii. The location and nature of the injuries;
  - iv. The time when first aid was administered;
  - v. The first aid treatment provided;
  - vi. The name of the person who provided the first aid; and
  - vii. The name of the person to whom the injury was reported.

You may find a sample WSH Incident Report on the SafeWork Manitoba website:

<https://www.safemanitoba.com/Resources/Pages/ResourceTypes.aspx?ResourceType=Templates>

6. The production company, at its expense, shall ensure that the first aid supplies and services required by the Regulations are provided, supplied, maintained and readily accessible to the employees during all work hours. (refer to Appendix A)
7. Manitoba Regulation 217/2006 Part 5 has a table outlining how many first aid kits are required at the workplace. The legislation documents what must be contained in these kits. (refer to Appendix A)  
Note: purchasing the kits pre-made is a convenience; the Regulations do not require you to purchase these. You may choose to make up your own kits as long as they have the required supplies as outlined in the Regulations.
8. Prior to the commencement of any work, the Production Manager, in consultation with the Location Manager, shall submit to the Producer for approval a resume of the first aid facilities to be provided which shall include:
  - i. The number of employees and description of the operations to be undertaken;
  - ii. A description of the first aid facilities;
  - iii. The planned methods of emergency transportation;
  - iv. The methods of two-way communication available; and
  - v. The qualifications of the First Aid Attendant(s) or nurse or both.

9. Where an employee is engaged in pre-production work at a location, the Production Manager, with the assistance of the Location Manager, shall provide Department Heads with a list of emergency contacts and the planned method of emergency transportation, and shall provide a suitable first aid kit at each location. (refer to Appendix A)

Where an employee is engaged in pre-production work at a remote location, two way communications shall be ensured. Workplace Safety and Health Code of Practice – Part 9 Workers Working Alone or in Isolation.

*“Remote location” is defined as a place more than 30 minutes away by means of surface transportation from the nearest health care facility that provides emergency services.*

10. When Stunts, FX, Fire and Underwater work etc. are scheduled, a medical provider (e.g. Paramedics) shall be standing by on set to administer medical treatment.
11. The Call Sheet shall identify the location of the first aid kit and the designated Safety Representative, Safety Supervisor and/or First Aid Attendant.
12. First aid training and certification may be required for an employee who works alone at a Distant or Isolated workplace.

# DEPARTMENTAL SAFETY

## Guideline No. 4: Carpentry/Woodworking

### Accident / Incident Prevention

- i. Any equipment undergoing service, repairs, testing, cleaning, maintenance, or adjustment must be "Locked Out". Lock Out procedures should be included in all required training provided.
- ii. Be aware of and follow all municipal, provincial and federal codes, ordinances and Regulations.
- iii. Inspect all equipment before using.
- iv. Keep all equipment in good repair and stow equipment after use.
- v. DO NOT REMOVE machinery safeguards or other safety devices.
- vi. Wear and use approved protective equipment at all times.
- vii. Remove rings, avoid watches and loose clothing, and suitably confine long hair.
- viii. Inspect work area for unsafe conditions, and remedy before beginning work.
- ix. Keep work areas in a clean and sanitary condition.

### Hand Tools - See Appendix 1

- i. Keep all hand tools clean, sharp and in good repair.
- ii. Use all hand tools for the purpose for which they were intended (e.g. a screwdriver is not a chisel and vice-versa).
- iii. Do not carry sharp or pointed objects in pockets.

### Power Tools - See Appendix 2

- i. Recommend inspection of all power tools prior to use. Where a hazard or faulty equipment is noted, "Lock Out" the equipment and report this to the supervisor.
- ii. Make all adjustments and tighten all locking devices before attaching tool to power supply.
- iii. Make sure tool is switched off before connecting to power supply.
- iv. Use grounded extension cords, grounded outlets and/or a Ground Fault Circuit Interrupter.
- v. Operate all tools with all safety guards in place.
- vi. Use the fence or guide, push-stick, etc.
- vii. Maintain an appropriate safety margin between cutting edge and hands.
- viii. Keep blades, bits and related tools sharp.
- ix. Keep the tool and surrounding area free of debris.
- x. Follow manufacturer's maintenance instructions.
- xi. Handle all air-actuated devices with extreme caution.

### Explosive-actuated Fastening Tools

- i. The most important factor in achieving safe, satisfactory use of explosive-actuated fastening systems is operator training. Only trained and competent operators shall use explosive-actuated tools.
- ii. All operators shall wear eye and ear protection.
- iii. The latest edition of the ANSI A 10.3195 and any addition or amendment thereto shall be used as a guide for the safe operation and maintenance of explosive-actuated tools.

## **Rope Access**

**When rope access work may be performed** - an employer may only allow workers to perform rope access work if it is not practically feasible for the workers to comply with Part 14 M.R. 128/2019 (Fall Protection) while performing the work in question.

Fall protection does not apply to a workplace where rope access work is performed in accordance with the following requirements.

Safe work procedures, an employer must:

- i. Develop and implement safe work procedures respecting rope access work, including the rescue procedures to be used in case of equipment malfunction or a fall or injury that leaves a worker suspended or requiring rescue.
- ii. Train workers in the safe work procedures; and
- iii. Ensure that workers comply with the safe work procedures.

**Training and certification** - Before allowing a worker to perform rope access work, an employer must ensure that the worker has received training in the safe use of a rope access system, appropriate to the work being done, the safe work practices, skills and practical experience hours set out in:

- i. International Code of Practice and Training Assessment and Certification Scheme (IRATA), or;
- ii. Society of Professional Rope Access Technicians (SPRAT);
- iii. The certificate referred to above must be available at the workplace and produced for inspection on the request of a safety and health officer.
- iv. A worker must only perform or supervise rope access work within the scope of their certification.

**Equipment requirements** - An employer must ensure that all equipment used in the performance of rope access work is selected, used and maintained in accordance with the requirements of IRATA or SPRAT.

**Planning and performance of rope access work** - An employer must ensure that rope access work is planned, performed and supervised in accordance with the requirements of IRATA or SPRAT.

**Rope Access System** - Means a technique in which a rope access system is used to provide a person with access to and from a workplace, commonly including suspension at the workplace, in such a way that a fall is prevented or arrested. A rope access system means a system consisting of:

- i. a sit harness or full body harness;
- ii. rope, lanyards and other connecting equipment;
- iii. anchors;
- iv. other components such as ascenders, descenders, belay devices, backup devices and fall arresters; that employ two separately secured subsystems, the first providing a means of access and the second providing a safety, secondary, belay or backup system, but does not include a boatswain's chair or a zipline.

## Rope

- i. Keep the load within the safe limits of the working strength of the rope. A safety factor of five-to-one is generally used for new rope, eight-to-one for old rope, ten-to-one for rigging.
- ii. Thread rope in sheaves or pulleys correctly. Never use a smaller pulley or sheave than is recommended for the size of rope being used.
- iii. Avoid excessive knots (which can reduce strength of rope up to 50%).
- iv. Reverse rope ends in any tackle periodically so that all sections of it will receive equal wear.
- v. Never replace a shackle pin with a bolt.
- vi. Hooks on bridles shall point out (away from centre of pull).
- vii. The angle between two bridle legs must not exceed 120 degrees.
- viii. All rigging materials must be used in accordance with manufacturers specifications and limits.
- ix. Do not lift with tip of hook.
- x. Do not force hook.
- xi. Balance loads to be hoisted. Use tag lines wherever possible.
- xii. Wear approved protective equipment, such as hard hats, gloves, safety boots, and eye protection.

## Guideline No. 5: Rigging

### Rigging Hardware

A device used to attach a load to a hoist is referred to as rigging hardware. Examples of rigging hardware include a chain, cable, webbing, bucket, grapple, hook, ring, sling or other means. The lifting capacity of any rigging hardware must be permanently identified on it. Before a load can be lifted, a person trained in the capacity of the rigging hardware must ensure the load is secure.

Employers shall ensure that rigging hardware is constructed, installed, operated, inspected and maintained in accordance with the applicable ASME standard:

- ASME B30.26-2004, "Rigging Hardware"
- ASME B30.21-2005, "Manually Lever Operated Hoists"
- ASME B30.20-2006, "Below-the- Hook Lifting Device"
- ASME B30.9-2006, "Slings"
- ASME B30.10-2005, "Hooks"
- ASME B30.23-2005, "Personnel lifting systems"

Where none of the standards noted apply an employer shall ensure that the rigging hardware complies with an adequate design certified by an engineer.

Rigging hardware must be inspected, by a competent person, before it is put into initial service or after a month or more of disuse and once during every year it is in operation. Records of inspection and repairs must be kept. The record must include the date, time, nature and results of the inspection or repair and the name of the person who performed the inspection or repair.

Note: The Manitoba Workplace Safety and Health Regulations do not require employees who work with rigging to have a particular certification, however it is highly recommended that anyone working within the industry obtain ETCP certification, see below.

**The Entertainment Technician Certification Program (ETCP)** is an industry-wide program that has brought together an unprecedented group of industry organizations, businesses and individuals to create a program of rigorous assessments for professional technicians. ETCP focuses on disciplines that directly affect the health and safety of crews, performers, and audiences. You may become certified through ETCP in the following areas: Rigger – Arena, Rigger – Theatre, and Entertainment Electrician.

Personnel certification is the voluntary process by which a nongovernmental organization grants recognition to an individual who has demonstrated certain abilities, skills and knowledge. ETCP encompasses the creation of exams based upon identified bodies of knowledge, the conducting of those examinations, the awarding of certifications, and re-certifying individuals.

PLASA runs ETCP, which was originally developed by ESTA. The following organizations maintain seats on the ETCP Council: ACTSAFE, Alliance of Motion Picture and Television Producers (AMPTP), Canadian Institute for Theatre Technology (CITT), InfoComm International, International Alliance of Theatrical Stage Employees (IATSE), International Association of Venue Managers (IAVM), The League of American Theatres and Producers, Themed Entertainment Association (TEA), and United States Institute for Theatre Technology (USITT).

## **Guideline No. 6: Ladders and Scaffolding**

Erection, dismantling and/or working on any elevated platform are activities subject to certain hazards that cannot always be protected against by mechanical means. It is therefore essential to be competent, and trained, in order to operate safely on these types of equipment.

### **Ladders**

An employer must ensure that a commercially manufactured portable ladder used at a workplace complies with the applicable requirements of the following standards:

- i. CSA Z11-18, Portable Ladders,
- ii. ANSI-ASC A14.1-2017, American National Standard for Ladders - Wood - Safety Requirements,
- iii. ANSI-ASC A14.2-2017, American National Standard for Ladders - Metal Safety Requirements,
- iv. ANSI-ASC A14.5-2017, American National Standard for Ladders - Reinforced Plastic - Safety Requirements; and
- v. is used and maintained in accordance with the manufacturer's specifications and safe operating instructions.

A portable ladder must be able to withstand 4 times the likely load to be imposed, is clean and free of grease, oil or other substance that may cause slipping, is maintained and is inspected before each use to ensure the ladder is in adequate condition. Note: the Fall Protection and Scaffolding Regulations also deal with working with ladders and may be considered where they apply. Class 3 ladders are intended for home use only and cannot be used at the workplace.

Any ladder meeting the CSA standard will have a marking indicating the manufacturer's name or trademark, when it was manufactured, its length and maximum extended length (where applicable), and the grade. It would also have a series of safety cautions, such as "Do Not Over Reach" on it.

A portable ladder must maintain an adequate overlap between the sections of the ladder and the locks must be engaged before a person climbs the ladder, if the ladder is extendable. The ladder shall also be placed on firm footing and secured against movement. Also a ladder must be non-conductive, if there is a risk of contact with live electrical conductors. If a ladder is to be used as a step ladder, has legs securely held in position by means of a metal bracer or equivalent support.

When using a ladder the person must face the ladder when climbing up or down, use 3 points of contact when more than 1m above a safe surface, stand in the centre of the ladder, not perform work from either of the top two rungs, steps or cleats of a portable ladder other than a stepladder unless it has a railed platform at the top, or the manufacturer's specifications for the stepladder permit it.

A ladder must be removed from service if it has any loose, broken or missing rung, split side rails or any other defects. When using a straight or extension ladder, follow the 4 to 1 rule: For every 4 m the ladder raises, place the bottom of the ladder 1 m away from the wall.

### **Scaffolding**

Except for work of short duration that can be done safely from a ladder, an employer must ensure that a worker engaged in work that cannot be done from the ground or other safe elevation is provided with a scaffold or an elevated work platform. For full details of the 2020 amendments, see PART 28 SCAFFOLDS AND OTHER ELEVATED WORK PLATFORMS in The Act:

[https://www.gov.mb.ca/labour/safety/pdf/whs\\_workplace\\_safety\\_act\\_and\\_regs.pdf](https://www.gov.mb.ca/labour/safety/pdf/whs_workplace_safety_act_and_regs.pdf)



## 1. Safe work procedures

When a scaffold or elevated work platform is required at a workplace, the employer must develop and implement safe work procedures, train workers who work on scaffolds in those safe work procedures and ensure workers comply with those safe work procedures.

An employer must ensure that the safe work procedures include emergency response and rescue procedures appropriate to the risks associated with the failure of a scaffold or other elevated work platform.

## 2. Commercially manufactured scaffolds and elevated work platforms

An employer must ensure that a commercially manufactured scaffold or an elevated work platform is installed, used, maintained and dismantled in accordance with the manufacturer's specifications. **But the employer may alter those specifications if the alteration is certified by a professional engineer.**

When a commercially manufactured scaffold or elevated work platform is used at a workplace, the employer must ensure that a copy of the manufacturer's specifications, and any alterations certified by a professional engineer, are readily accessible at that workplace.

### 3. *General Provisions Applying to all Scaffolds*

Despite any other provision, an employer must ensure that the following scaffolds are designed by a professional engineer:

- i. an open access scaffold more than 10 m in height;
- ii. an enclosed or hoarded access scaffold more than 7.5 m in height.
- iii. For a scaffold described above, an employer must ensure that the specifications for constructing, installing, using, maintaining and dismantling it are:
- iv. certified by a professional engineer;
- v. constructed, installed, used, maintained and dismantled in accordance with those specifications; and
- vi. a copy of its design and all the specifications are readily accessible at the project site where it is used.

## 4. General Design Requirements

An employer must ensure that a scaffold:

- i. can safely support, and its footing, sills and similar supports can support without undue settlement or deformation, at least four times the maximum load that is likely to be imposed on it (do not use blocking, apple box, 2 x 4's, wedges, etc.);
- ii. if partially or fully enclosed, has components and tie-ins that are adequate to support any added load that may be imposed on it by wind, wind gusts or other environmental conditions;
- iii. is installed plumb and is stabilized by having its vertical and horizontal members braced to prevent lateral movement, being anchored and securely guyed or tied back to the building or structure, or to a fixed support, at the intervals recommended by a professional engineer;
- iv. if equipped with a ladder, stair, runway or ramp that provides a worker with a safe means of access to and egress from the scaffold platform; and
- v. toe-boards on the open sides of the scaffold platform, where there is a risk of tools, materials, equipment and debris falling from the platform or a worker slipping off the platform; and
- vi. has all openings, including stairway openings, appropriately guarded.

## 5. Standards

An employer must ensure that a scaffold complies with the requirements of CSA S269.2-16, Access Scaffolding for Construction Purposes or a more specific standard prescribed in this Part.

- i. The erection and dismantling of scaffold shall be supervised by a competent person. Also, **every scaffold is to be inspected by a competent person each day prior to use.** The inspection is for defects (damage, deterioration or loosening) that may affect its strength. If any of these are found the scaffold is not to be used until it is repaired or replaced;
- ii. No person or unsecured equipment shall remain on a rolling scaffold while the scaffold is being moved. A rolling scaffold shall be equipped with suitable braking and locking devices and a mechanism that, when applied, secures the wheels of the scaffold. In addition, rolling scaffolds must be assembled with horizontal cross-bracing starting at the base and at 4.6 m vertical intervals and from component that are designed by the manufacturer or a professional engineer, during assembly;
- iii. A guardrail is recommended for any scaffold of any height. A guardrail (including top rail, mid-rail and toe board) shall be provided on the open sides and ends of a scaffold that is ten (10) or more feet (two or more sections) above the ground or other safe walking surface. When guardrails cannot be installed on the scaffold, use appropriate fall protection equipment. Appropriate fall protection must be used during the erection and dismantling of the scaffold;
- iv. Electrical cords, ropes, hoses, etc. shall be checked for adequate clearances and length prior to hoisting or moving;
- v. **When hanging large areas of material (drapes, tarpaulins, silks, etc.) from a scaffold or other elevating device, additional adequate securing shall be provided, and the design must be certified by an engineer,** as outlined in CSA Z797-09 (R2014), "Code of Practice for Assess Scaffolding";
- vi. In windy or gusty conditions, the designated supervisor shall remove personnel, equipment, or both, from the scaffold and/or area, to reduce any risk from capsizing; and
- vii. Where work is being performed on a scaffold above a work area to which access is not restricted, persons below shall be protected from the hazard of objects falling from the scaffold by overhead protection or tying of tools and other unsecured objects.

## Fall Protection Equipment

Fall protection must be used when working at heights of 3 m (10 ft.) or more, or when a fall from a height of less than 3 m (10 ft.) carries an unusual risk of injury.

Fall protection equipment must be used:

- During set construction;
- When erecting or dismantling scaffolds;
- When working on elevated platforms (including scaffolds that lack guardrails);
- When working at elevated locations such as on roofs or cliffs, or in pits, wells, or mine shafts; or
- During stunts and other filming activities.

The different types of fall protection include wearing a fall arrest system, a guardrail, a safety net, another fall protection system approved by the Director.

**Train employees** - Before allowing cast or crew into an area where a potential falling hazard exists, the supervisor must ensure that employees have been trained in the fall protection system being used for that area and that employees understand the procedures they need to follow. Keep training records.

**Travel restraint system** - When a travel restraint is used, an employer must ensure that the travel restraint system consists of a full body harness with adequate attachment points, the fully body harness is attached by a lifeline or lanyard to a fixed support and the length of the lifeline or the lanyard is selected so that the worker can only proceed to within one metre of an opening or edge.

The Manitoba Regulation 217/2006 states: despite the reference to safety (body) belts in CAN/CSA Standard Z259.1 Body Belts and saddles for work positioning and travel restraint, an employer must ensure that a safety (body) belt is not used as part of a fall protection system at the workplace.

**Fall arrest systems** - If a travel restraint system is not practicable, use a fall arrest system instead. A fall arrest system will not prevent a fall from occurring in the first place, but it will stop a worker's fall after a short distance, preventing the worker from hitting the surface below. When using a fall arrest system, the worker must wear a safety harness attached to a securely anchored lanyard that will limit the fall to a safe distance. Safety harnesses are specially designed to help protect the worker against internal injuries if in a fall. If a fall arrest system is not practicable, suspend a safety net below the work activity. You may also need to set up a control zone and a safety monitoring system. All components of the Fall Arrest System must comply with the applicable CSA standard. When fall arrest systems are used it is strongly recommended that a rescue plan be put in place.

**Inspect fall protection equipment** - Each component of a fall arrest system, including each lifeline, shall be inspected by a competent person prior to each use to determine whether there are any defective, or otherwise unsafe components and if a defect is observed, no person shall use or permit the use of the system until the defective components are replaced or repaired.

**Maintain and store fall protection equipment safely** - To keep all fall protection equipment in good working order, take the following steps:

1. Remove defective parts from service immediately;
2. After a fall protection system has arrested a worker's fall, remove it from service and have it inspected and re-certified by the manufacturer or a professional engineer;
3. Keep harnesses, lanyards, lifelines, connecting hardware, anchors, and other fall protection devices free from dirt, grease, chemicals, ultraviolet (UV) rays, and other conditions that could contribute to their deterioration; and
4. Store fall protection equipment in a box or locker away from sharp tools, equipment, and other objects that may damage the fall protection equipment.

## **Guideline No. 7: Camera Cranes and Mobile Elevating Work Platforms**

### **Camera Cranes**

**See The Act – Regulation PART 23 CRANES AND HOISTS for full details.**

1. Crane/Lift operators must be certified and the operator must have a copy of their certificate on their person. The employer should maintain a record of qualified operators with a copy of their certificate, and required inspections for all crane equipment.
2. The Key or Dolly Grip shall be consulted as to the adequacy of any specific equipment for a particular sequence or shot. The Key or Dolly Grip shall ensure that any equipment has been inspected by a competent person within twelve months prior to its use. Only trained crew members shall operate cranes. Cranes must be operated as per manufacturer's specifications and keep the operator's manual on site.
3. Preparation of both the equipment and its support surface shall be made by the designated operator. The crane base and pedestal shall always be leveled and plumbed before it is used.
4. Under no circumstances shall any person or equipment be added to or removed from a crane without the permission of the designated operator. No one shall pass under either arm of a crane without advance permission from the designated operator.
5. A crane shall not be left unattended while being prepared for use or while in use.
6. The following precautions shall always be taken when using a crane:
  - i. incomplete or damaged equipment shall never be used;
  - ii. no crane shall be used closer than the following distances from power lines:  
750 – 69,000 volts - 3 meters/10 feet;  
Greater than 69,000 volts and up to 138,000 volts - 5 meters 15 feet; or  
Greater than 138,000 volts - 6 meters 20 feet.
7. When using a crane close to any overhead obstructions, or mounted on moving vehicles, adequate clearances shall be maintained at all times, taking special care with all personnel involved in its use.
8. When using a crane on unstable surfaces, such as sand, a crane shall be blocked in a way to prevent collapse if the surface shifts. This also applies to laying any supports or track over a change in surface (such as sand to rock) or a change in grade.
9. Any riser used to raise a crane shall be able to support the weight of the crane and the personnel using it. It shall also be adequately braced against collapse, taking the surface conditions into account.
10. Tracking surfaces shall be properly laid and constructed in accordance with Suppliers' and/or Manufacturers' recommendations.
11. The crane arm shall never be left unbalanced. If uncoated lead ingots are being used as weights, work gloves shall be worn by any employees handling them.
12. The designated operator shall ensure that persons riding the crane use seats and safety belts.

## Mobile Elevating Work Platforms

This guideline encompasses devices such as scissor-lifts, aerial extendable boom platforms, bucket-trucks, cherry pickers, etc. These Guidelines do not replace other additional safety and precautionary measures recommended by the manufacturer or Department of Finance, Labour & Regulatory Services Regulations to cover usual or unusual conditions. All power operated elevating work platforms shall be designed, constructed, erected, maintained, inspected, monitored and used in accordance with the applicable CSA standard:

1. Mobile elevating devices shall be operated and supervised by a competent person designated by the Producer.
2. Equipment shall be inspected prior to its operation for satisfactory condition, damage, and defects, including all operational controls. A legible operator's manual shall be provided with the equipment.
3. Operators shall, in considering the job to be performed, evaluate the job site location for potential hazards, stability, etc. Wheel locks shall be used on inclined surfaces. Outriggers or stabilizers must be used in accordance with Manufacturer's specifications.
4. The basket, tub or platform shall not be loaded or operated beyond its rated maximum height or reach.
5. Equipment shall not be operated within 3 meters (10 feet) of a power line. The operation of aerial devices OVER energized high voltage sources OF ANY KIND is prohibited AT ALL TIMES.
6. Approved harnesses with lanyard, shall be worn when working on these platforms:
  - i. The lanyard shall be securely attached to the boom, basket tub or platform;
  - ii. Lanyard to be attached in accordance with manufacturer's specification or specifications of a professional engineer. 28.39(1)(b)
  - iii. The lanyard shall be attached in a manner that prevents a free fall of more than 1.2 meters (3 feet) unless equipped with shock absorbing system;
  - iv. Tying off to an adjacent pole, structure or equipment while working from the basket, tub or platform is not permitted; and
  - v. Objects or production equipment with the potential of falling from an aerial platform shall be secured with an adequate safety lanyard.
7. Ladders, planks or other objects shall not be placed in or on top of the platform or guardrail to gain greater height. Personnel shall not sit or climb on the edge of the basket/platform.
8. Personnel shall not work from aerial platforms when:
  - i. Exposed to extreme weather conditions (thunder storms, heavy rain, extreme heat or cold) unless provisions have been made to ensure their protection and/or safety;
  - ii. Winds exceed 40km per hour;
9. "Towering" (traveling with a worker in the extended basket) is not permitted;

10. Any mobile elevating device left unattended by its designated operator must be lowered and locked or rendered inoperative to prevent the device from being started or set in motion by an unauthorized person; or
11. There shall be suitable means of communication between persons on these platforms and those operating the platforms on the ground.

## **Guideline No. 8: Electrical Safety**

### **Installation and General Information**

1. An appropriately licensed electrical worker shall tie-in to all electrical distribution systems.
2. Only experienced and competent persons shall be authorized to do any work on any energized electrical lines or equipment.
3. Electrical installations must be installed, assembled, operated, inspected, serviced, tested, maintained, repaired and dismantled in accordance with the most recent edition of the applicable CSA standard.
4. Appropriate proper non-conducting protective equipment, such as rubber-soled shoes, rubber gloves, and mats shall be worn/used when tying in and during conditions of high humidity. When work is required on an energized system, the employer must provide all the required protective equipment and devices and ensure that they comply with the applicable standard. Refer to Manitoba Regulation 217/2006 Part 38 – Electrical Safety; An employer must ensure the electrical work performed in the workplace conforms to the requirements of the Electrician's License Act, the Manitoba Electrical Code and where applicable, the bylaws of the municipality.
5. Ensure that an electrical worker doing electrical work de-energizes and locks-out electrical equipment on which work is to be done that meets the requirements of the Manitoba Regulation 214/2006 Part 16 – Machines, tools and robots..
6. No work shall be carried out that will bring a person or object closer than the distances set out in the following table to an overhead power line or power line equipment:  
750 volts and up to 69 000 volts - 3.0 m;  
greater than 69 000 volts and up to 138 000 volts 5.0 m; or  
greater than 138 000 volts - 6.0 m
7. Connectors and cable shall be provided with standard colour coding:  
Red, Blue, Black – Line;  
White – Neutral; and  
Green – Ground.
8. When there is a hazard from electrical contact in wet locations, a Class "A" Ground Fault Circuit Interrupter shall be installed at the receptacle, or in the circuit at the panel.
9. Temporary leads exiting a distribution panel shall be secured so that the weight of any cables does not put a strain on any electrical connector.
10. All power feeds shall be protected from mechanical damage. In high traffic areas, cables shall be laid in rubber troughs or shall be covered.

### **Electrical Department Personnel**

1. Complete control of any electrical activity during production – including the authority to abort – shall be given to a competent Gaffer/Lighting Director. The Gaffer/Lighting Director and/or Best Boy are responsible for, and are in charge of, all temporary power distribution systems for screen based productions. They must be consulted prior to the use of any electrical system, including all on-set practical's.

2. The electrical department shall have an emergency lighting system available to adequately light an escape route in the event of a blackout.
3. All electrical personnel shall be aware of the load bearing capacity of each type of cable, adaptor, or distribution box in use on the set.
4. All personnel shall be made aware of high voltages used by gas discharge lamps such as neon, HMI's, CSI's and fluorescent. Anyone using these sources shall be familiar with the ballasts used and ensure that any related safety devices are in proper working order.
5. All personnel shall be advised that various "arc" type lamps including HMI's emit much larger amounts of ultraviolet (UV) light than tungsten lamps. Care shall be taken to protect against skin and eye damage when these instruments are set up close to people and animals.
6. In addition to protective footwear, protective equipment (including gloves, protective glasses, etc.) shall be worn when carrying, handling or moving hot luminaries. Bulbs shall be allowed to cool sufficiently before the luminaries are moved.
7. In damp or rainy conditions, make sure that all persons are clear of the lamp head as humid conditions increase the conductivity of the air, and thus the likelihood of "arcing".
8. Prior to "striking" an HMI or similar source, the operator(s) shall ensure that no one is in contact with the unit, its support, or its ballast.
9. Correct procedures shall be exercised when performing lifting, lowering, carrying, pushing and pulling. (refer to Appendix C: Bio-Mechanics of Lifting)
10. Before a lighting fixture is re-lamped, repaired or otherwise worked on, the fixture shall be switched off and disconnected from the power source.

## **Electrical Equipment**

1. The Gaffer/Lighting Director shall maintain a logbook of major equipment repairs performed on-set.
2. Any equipment, cable or box that has been repaired on-set, shall be carefully tested for continuity and polarity before being re-used. Rental equipment that has been repaired on-set shall have the details of repair noted on the equipment so that the rental company can verify that the repair has been properly completed.
3. All electrical equipment connected to a power source shall be approved by an acceptable Certification Agency, or be field inspected and approved by such Agency.
4. Scaffolds or other metal grids used to support lighting or power distribution devices shall be grounded.
5. All lighting fixtures and/or stands shall be adequately supported and weighted etc. to prevent tipping.
6. Safety wire or chain shall be used with all suspended fixtures.
7. Both the ballast and head of HMI's (or similar sources) must be grounded.



8. In the event of rain or high humidity, all HMI's or similar units shall be covered to prevent rain from entering the unit and ballast.
9. Workers only use electrical equipment and electrical tools in accordance with the manufacturer's specifications and that are properly grounded, unless the electrical equipment and tools are double insulated or bear a CSA certified label.

### **Generator Sources**

1. All generators shall be operated and maintained by a competent person.
2. Generators shall be grounded and shall have an emergency stop system. When grounding a generator, which requires sinking a metal rod 3-4 feet into the ground, the expectation under Manitoba Workplace Safety & Health legislation is a risk assessment be performed before the rod is installed into the ground. Contact MB Hydro - "Call Before You Dig" - 1-800-940-3447 prior to driving the 3-4 foot long grounding rods.
3. Only a competent person shall supervise the generator at all times while it is running, and shall be available to activate the emergency stop system.
4. A competent person shall analyze the existing loads on a distribution panel and determine the excess capacity that may be used for the temporary load before connecting a temporary power distribution system to the panel.
5. A competent person shall notify other users of power from the same panel that their loads may be disconnected if the main breaker feeding the panel is "tripped" under overload conditions.
6. A competent person shall determine which loads will potentially create a safety hazard if shut down, and shall take suitable precautionary actions.
7. Generators shall only be started under no load conditions and, unless under an emergency condition, stopped under no load conditions.

### **Lasers**

1. Lasers shall be operated by a competent person.
2. Eye damage will result from looking directly into a laser source.
3. Laser beams can reflect off certain objects.
4. Consult laser technician for additional, possible hazards.

For information regarding erecting, dismantling, ascending and working on the following devices, refer to Guideline 6: LADDERS AND SCAFFOLDING; and Guideline 7: CAMERA CRANES AND MOBILE ELEVATING WORK PLATFORMS.

## **Guideline No. 9: Hair and Make-up**

### **Responsibilities**

1. A "Hairstylist" is a person who meets the qualifications of the Manitoba Hairdressers Association or equivalent.
2. The Hairstylist and Make-up Artist shall make every effort to inform the Performer of toxicity and possible health hazards that may be associated with their materials.
3. The Make-up/Hairstylist shall check with the Performer regarding all known sensitivities, allergies, skin reactions, etc.
4. It is the duty and responsibility of the Performer to inform the Hairstylist/Makeup Artist of all known sensitivities, allergies, skin reactions, communicable diseases, etc.

### **The Facility**

The hair and make-up room shall:

1. Be clean;
2. Be maintained at a reasonable temperature;
3. Be well ventilated;
4. Have adequate lighting;
5. Provide a first aid kit with eye-washing bottles. The eye-wash bottles shall be kept free of dirt and bacteria and completely refilled after each use; and
6. Provide a hydraulic chair where possible (the importance of this requirement increases in direct relation to the duration of the production).

### **Hygiene**

Hygienic safety requires the following practices:

1. Hot and cold running water is essential;
2. Hands or gloves must be washed before and after attending each performer;
3. Each performer must have individual sponges, powder puffs, combs and brushes. When transported, these shall be in a labeled zip-lock plastic bag or equivalent;
4. Containers, razors, scissors, tweezers and spatulas must be disinfected before and after each use;
5. Disinfect hairstyling combs and brushes with Barbicide™ (or equivalent); clean with soap; rinse with water;
6. Keep all equipment clean and ready for use;
7. Use one mascara per person to prevent the spread of infection;
8. Use spatula to remove make-up from compact. Mix on artist's tray, then apply; and
9. Update and replace old and stale make-up and hair productions regularly.

## Chemical Guidelines

1. Every workplace where a hazardous product is used, stored, handled or produced including and any food, drug, cosmetic or device, as defined in section 2 Interpretation and Application of the Food and Drugs Act (Canada).
2. Every cosmetic in use contains a number of ingredients, from preservatives to cleansing agents to fragrances. Health Canada is regularly reviewing these ingredients to make sure they are safe. Health Canada prohibits or limits the use of ingredients that present health risks.
3. Under Canadian law, a cosmetic "includes any substance or mixture of substances manufactured, sold or represented for use in cleansing, improving or altering the complexion, skin, hair or teeth, and includes deodorants and perfumes." Cosmetics include beauty preparations (make-up, perfume, moisturizer, nail polish) and grooming aids (soap, shampoo, shaving cream, deodorant).
4. Always read the label and follow all directions when using cosmetics.
5. For more information on how to report health and safety incidents (including adverse reactions), see this link: **[Report an Incident Involving a Consumer Product](#)**
6. For tips on what cosmetics are and using cosmetics safely, see link: **[Cosmetics and safety](#)**
7. The following recommendations apply when hair/make-up chemicals are used during production:
  - i. Maintain an inventory of products used;
  - ii. Research the ingredients of these products to identify any potential health hazards;
  - iii. Clearly label all chemicals;
  - iv. Have Material Safety Data Sheets (MSDS) for each toxic chemical to be used;
  - v. When involved in potentially hazardous activities – such as the application of colours or hair sprays, or the mixing of powder bleaches and oxidizing chemicals – appropriate protective equipment such as face masks, goggles, gloves, etc. shall be worn;
  - vi. Wherever possible, use non-aerosol hair sprays;
  - vii. Wherever possible, use pre-mixed powders;
  - viii. Wherever possible, use non-solvent materials such as Isopropyl Myristate for removing special effects make-up; and
  - ix. No eating, drinking, or smoking while chemicals are being handled.
  - x. Provide a first aid kit with eye-washing bottles. The eye-wash bottles shall be kept free of dirt and bacteria and completely refilled after each use.

## Fire-retardant wigs and gel

When working with stunt performers who will be in close proximity to fire and using a wig the hairstylist shall make sure that the wig is attached in a way that the performer can take the wig off quickly. Also, a fire-retardant gel shall be used on the wig or on the performers own hair. The stylist shall contact the performer before each stunt to determine who is supplying the gel.

## Guideline No. 10: Hazardous Products

1. Hazardous Products include, but are not limited to, paints, glues, solvents, stains, etc. When handling hazardous products on any film set or location, consideration shall be given to:
  - i. The hazards and risks posed by the chemicals;
  - ii. The regulatory requirements set out in the Federal Hazardous Products Act and both the Federal Controlled Products Regulations and Manitoba Regulation 217/2006 Part 35 WHMIS and Part 36 Chemical and Biological
  - iii. The concentration limits published in the booklet 2021 Threshold Limit Values (TLVs) and Biological Exposure Indices (BEIS) published by American Conference of Governmental Industrial Hygienists (ACGIH).
2. An employer must assess all available information regarding a chemical or biological substance present in the workplace to determine if the substance creates or may create a risk to the safety or health of a worker in the workplace. The assessment must take place in consultation with the safety committee, a representative, or the workers at the workplace.
3. An employer must develop and implement safe work procedures in the use, production, storage, handling and disposal of any chemical or biological substance that creates or may create a risk to the safety or health of a worker in that workplace, train workers in the safe work procedures and ensure that workers comply with the safe work procedures.
4. For **non-airborne hazards**, control measures shall include an assessment of whether exposure to a chemical or biological substance may create a risk to the safety or health of a worker. An employer must immediately implement control measures in the workplace to eliminate any risk resulting from non-airborne exposure to the substance.
5. In establishing **airborne** occupational exposure limits, an employer must conduct an assessment to determine if the presence of an airborne chemical or biological substance in the workplace may create a risk to the safety or health of a worker. Regarding threshold limits, an employer must ensure the workplace occupational exposure limit for the substance does not exceed the threshold limit established by the ACGIH.
6. Upon discovery that a worker has been exposed to an airborne chemical or biological substance at a concentration in excess of the occupational exposure limit, an employer must implement control measures sufficient to ensure that the exposure of the worker to the chemical or biological substance does not exceed the occupational exposure limit in the future.
7. When an employer implements control measures to control the concentration of an airborne chemical or biological substance, the employer must monitor the concentration of the substance in the workplace for a period sufficient to ensure the control measures have reduced the concentration of the substance below the occupational exposure limit for the substance.
8. When an employer is required to implement control measures to control a worker's exposure to an airborne chemical or biological substance, the control measures must not include a requirement for a worker to wear or use personal protective equipment to prevent or reduce exposure to a chemical or biological substance unless no other measure is reasonably practicable.
9. Any personal protective equipment required including respiratory protective equipment, must meet the requirements of Part 6 of The Act (Personal Protective Equipment).
10. Wherever possible, hazardous chemicals shall be replaced by less hazardous ones (e.g. Latex-based contact cement shall replace Toluene-based contact cement, Latex-based paint shall replace Oil-based paint, Fiberglass or Silica shall replace Asbestos).
11. Before any controlled product is brought on site, the Head of the Department shall ensure that:

- i. A current Material Safety Data Sheet (MSDS) is available to all employees who may use or be affected by the product (you can receive the MSDS from the supplier);
  - ii. All containers of the product have appropriate labels when they are brought on site;
  - iii. Any employees who will be handling the product receive adequate training in its proper use and handling, and that any required personal protective equipment is provided; and
  - iv. Any employees who work in proximity to the product receive adequate training to allow them to react properly in case of an accidental release or chemical spillage.
12. The Head of the Department and the user of the product shall ensure that proper workplace labels are applied where appropriate, particularly when “decanting” (as well as a proper safe work procedure on decanting product).
13. When not in use, all hazardous products shall be stored in a secure location. This location shall be designated with due regard to the separation of incompatible products.
14. When taking measures to minimize risk, the following preference scale shall be used:
  - i. Substituting a less hazardous product;
  - ii. Ventilation;
  - iii. Administrative control (i.e.: rotating personnel); and
  - iv. Personal protective equipment.
  - v. Where the use of a product requires any worker to use any type of protective equipment:
  - vi. The Head of the Department shall verify that any equipment used is appropriate to the hazard; and
  - vii. The individual using such equipment shall be trained in its operation, including its normal use, its limitations, and any emergency procedures.
15. When exposure to children is possible, the Threshold Limit Values shall be reduced by 90%. Extra caution shall be taken in storage and labeling.
16. Eating and drinking shall be prohibited in any area where hazardous chemicals are used or stored. An employer must ensure that a worker does not eat or drink in a part of a workplace that is, or may be, contaminated by a hazardous substance.

# LOCATION SAFETY ON LAND

## Guideline No. 11: Locations and Temporary Location Facilities

### Confined Spaces

See Regulation PART 15 CONFINED SPACES General Requirements for full details.

Before requiring or permitting a worker to enter or work in a confined space or hazardous confined space and employer must:

1. Identify and assess the risks to safety or health a worker is likely to be exposed to while in the space.
2. Identify and take measures to reduce, control or eliminate the risks associated with the space, including using alternative means of performing the works without entering the space and altering the physical characteristics of the space to ensure safe access and egress from all parts of the space.
3. Identify and provide the required safety and personal protective equipment to be used or worn in the space by the worker.
4. Before a worker enters a Hazardous Confined Space, the employer must ensure a designated standby worker (qualified first aider) is on hand and in continuous communications with the worker at the entrance of the confined space.
5. When a worker occupies a hazardous confined space that has an atmosphere that may create a risk to the safety or health of a worker, the employer must ensure the air quality is tested by an accredited professional, the space is continuously ventilated to maintain a safe atmosphere and the atmosphere is continuously monitored by a competent person.

### Winnies/Honey Wagons/Temporary Wardrobe Units

1. The Driver/Operator is responsible for maintaining a high degree of safety while these units are in use, and is expected to meet high standards of competency. A qualified person shall be present while such units are in operation.
2. Generator exhausts shall be elevated a minimum of three feet above the floor level and vented to the outside at all times.
3. Skirting encircling the unit shall not be closer than one foot from the ground.
4. All portable electric heaters shall be equipped with safety tip-over switches. Such heaters may be installed only on a temporary basis during extremely cold weather, or if the permanently installed heater malfunctions.
5. The vehicle and/or generator shall be shut down and allowed to cool off before refuelling. Particular caution shall be exercised when priming a carburetor. Fueling shall be done in a safe manner consistent with all Federal and Provincial Fire Codes and manufacturer's instructions.
6. No anti-freeze shall be added to the portable water tanks.
7. All steps shall be stable, slip proof and constructed securely. All steps shall be cleared of ice, snow and mud as required. Substitutes (e.g. concrete blocks, boxes) shall not be used as steps.
8. A single handrail or grab bar shall be installed on stairs where the floor is over three feet high.

## Location Requirements

1. Adequate flush or chemical toilets shall be provided or made available for the use of employees (crew, cast and extras) within easy access of their place of work.
2. An adequate supply of safe drinking water shall be kept readily accessible for employees (crew, cast, extras, etc.).
3. Holding areas shall be properly heated or ventilated with suitable emergency escapes and seating capacity.
4. Cast and crew exposed to long hours in adverse exterior conditions (heat or cold stress) shall be provided with appropriate items to combat such conditions (i.e.: temporary shelter, temporary heating devices, hot shots, hot drinks, blankets, adequate fluids, etc.) (refer to Appendix D).
5. On location and on remote location, two-way communication shall be maintained at all times. An emergency plan shall be in place.

## Use of Roads and Highways

1. All production vehicles and activities on roadways must comply with the Manitoba Highway Traffic Act - Regulations and applicable municipal traffic by-laws.
2. All productions must seek permission and/or a permit to control traffic on any road or highway in Manitoba. The production company must first consult with the local "Traffic Authority", being either Manitoba Infrastructure - Traffic Engineering, the appropriate municipal authority (City of Winnipeg, City of Brandon, City of Selkirk, etc.), or the local Municipality.
3. The production must provide the Traffic Authority with details of the proposed activity, dates and times. Specify locations (intersections) and any need to change roadway markings or traffic flow, provide overhead pictures, including where equipment marshalling, and filming areas are proposed.
4. The Traffic Authority will determine whether the proposed activity is Low, Medium or High Traffic and Public impact and direct the production on what is required to complete the permit process. Written confirmation that the municipality consents to the proposed activity is required.
5. A formal Traffic Management Plan shall be prepared by the Location Manager or a third-party traffic systems and services company for submission to the Traffic Authority and to be communicated to all affected personnel / crew before implementation.
6. For High Traffic and Public Impact requests where the needs of the production cannot be met except with the use of peace officers, the Traffic Authority will advise the production that a Law Enforcement Risk Assessment is necessary and alert the RCMP, municipal police force and Manitoba Justice.
7. It is the productions responsibility to engage and compensate any municipal police force or the RCMP if they are required to perform traffic control for Manitoba road or highway closures or traffic interruptions. Highway and street traffic movement shall be inhibited as little as possible.
8. Routine monitoring of the traffic control plan shall be performed to ensure that the applicable Regulations are being complied with under varying conditions (e.g.: traffic patterns, weather conditions, traffic volume, available light, topography, oncoming drivers' field of vision, etc.).
9. The use of high visibility vests is mandatory for **ALL WORKERS** on a street or exposed to vehicular traffic. An employer must provide workers with high visibility safety apparel when a worker is exposed to the risk of injury from a moving vehicle or mobile equipment. The high visibility safety apparel must meet the specifications CAN/ CSA-Z96-02, High Visibility Safety Apparel.

10. The Traffic Authority may authorize the use of trained and accredited flagpersons, or peace officers to temporarily control traffic on a portion of a road or highway under the authority's jurisdiction.
11. No employer shall require or permit a worker to work as a flag person unless the worker holds a valid flag person's training certificate and carries it at all times.
12. The production shall provide a flag person with a reflective paddle with "STOP" in white letters on a red background, and on the other side "SLOW" in black letters on a fluorescent yellow-green background and ensure that any other traffic control devices indicated in the Traffic Management Plan are available and correctly displayed.
13. Flag persons must wear high visibility safety apparel that meets the Class 3 Level 2 requirements of CSA Z96-15 that is fluorescent yellow-green, protective headwear of a fluorescent colour, a means of communication with any other flag person at the workplace, when the worker does not have a clear view of that other flag person; and in the case of a flag person who works during hours of darkness, a fully operational flashlight fitted with a red signaling wand of sufficient brightness to be clearly visible to approaching traffic, together with any supplemental illumination of the flag person work site indicated in the approved Traffic Management Plan.
14. The production must ensure that a flag person does not use any personal electronic device, including a portable radio, media player, digital music player, that is worn on the body, other similar handheld device, or a cellular telephone.
15. As Units enter or leave a street or highway, signage appropriate to the conditions (e.g. traffic patterns, weather conditions, traffic volume, available light, landscape, on-coming drivers' fields of vision, etc.) shall be used.

References:

- Manitoba Infrastructure – Highway Traffic Act
- Manitoba Regulation 217/2006 Workplace Safety And Health Regulation



# LOCATION SAFETY ON WATER

## Guideline No. 12: Water Locations – Small Craft / Vessels

The following procedures are recommended for all work at dockside, aboard certified ships or small craft, for transfers between vessels/small craft, in and over the water. As a general consideration, all persons working in these situations need to be prepared for the possibility of accidentally entering the water. Extra precautions are necessary to protect against this potentially hostile environment. The greatest dangers are drowning and hypothermia. Most victims who drown prior to suffering the effects of hypothermia do so within six minutes of immersion (refer to Appendices B and D).

Whenever there is a risk of drowning, personal flotation devices (PFD's) that meet the Canadian Standards Board (CGSB) standard CAN/CGSB-65.11-M88 are Canadian Coast Guard or Fisheries and Oceans Canada approved and must be worn.

### At Dockside

1. High visibility clothing shall be worn by all persons working on a dock. This is especially important if the dock is accommodating other work while filming is underway, or if heavy equipment is operating on the dock.
2. Only competent and experienced persons shall operate equipment supplied at dockside, including outlets for steam, water or power. Crane operators shall possess appropriate Stationary Engineer's Certificate.
3. A spotter shall accompany the camera operator at all times while filming on a dock.

### Aboard Certified Vessels

1. The Ship's Master shall be the final authority in all matters concerning safety provisions and procedures for all persons, and for the safe operation of the ship. The Ship's Master is responsible to ensure that all conditions required by Transport Canada are met such as certifications, first aid, crew size, tonnage, etc.
2. In the event of adverse weather conditions, the Ship's Master shall be the final authority on whether the ship will sail, or, if at sea, whether the ship shall immediately return to port.
3. Before departure, all persons aboard shall be thoroughly briefed about the location of safety equipment, its use, and procedures to be followed in the event of a person overboard or any threat to the integrity of the ship. Sufficient time for this briefing shall be provided in the production schedule so that all persons may be present and not otherwise engaged in preparation or loading while the briefing is taking place.
4. A designated person shall be in possession of equipment capable of providing two-way communication with the shore at any time while at sea. This person shall be identified on the Daily Call Sheet.
5. Non-slip footwear shall be worn by all production personnel. Outer apparel shall be unencumbered by items that could catch, such as belts, straps, etc. If kit/tool/battery belts need to be worn, they shall not limit the free movement of the person while boarding, aboard, or departing the ship. It is important to consider the weight of these items when choosing flotation gear, as they may impair the flotation effect.
6. A spotter shall accompany the camera operator at all times while filming on a ship.

7. Before a temporary structure aboard a ship is used by any employee, a competent person shall make an inspection of the structure. Where the inspection reveals a defect or condition that adversely affects the structural integrity of a temporary structure, no person shall use it until the defect or condition is remedied.
8. No person shall work on a temporary structure on a ship in rain, snow, hail or an electrical or wind storm that is likely to be hazardous to his/her safety or health, except where the work is required to remove a hazard, to rescue a person, or to protect the safety of the ship.
9. While any filming is underway aboard a ship, a second motorboat shall be in the immediate vicinity as a safety boat. On board the safety boat there must be a life buoy, a boat hook and an audible alarm system to notify of an accident and to initiate the rescue procedure. The life buoy must have a rope that is at least 15 m in length and at least 10 mm in diameter. At least one person aboard the safety boat shall be qualified for life saving at sea. The safety boat shall be in two-way communication with the ship/craft, shall have the capacity to accommodate its own crew plus the number of persons it is providing protection for, and be able to return to shore under its own power.

### **Aboard Small Craft**

1. Only the minimum number of people required shall be in a small craft. The total number of people aboard shall never exceed the Safety Rating for the craft.
2. If a small craft is being used as a camera boat or as a “picture boat”, a second motorboat shall be in the immediate vicinity as a safety boat. On board the safety boat there must be a life buoy, a boat hook and an audible alarm system to notify of an accident and to initiate the rescue procedure. The life buoy must have a rope that is at least 15 m in length and at least 10 mm in diameter. At least one person aboard the safety boat shall be qualified for life saving at sea. The safety boat shall be in two-way communication with the ship/craft, shall have the capacity to accommodate its own crew plus the number of persons it is providing protection for, and be able to return to shore under its own power.
3. Flotation garments shall be worn by all people working in small craft in open water. A variety of flotation garments is described in Appendix B.

### **Transfers Between Ships/Small Craft at Sea**

1. Transferring between ships/small craft while at sea is hazardous for even the most experienced of seafarers. In situations where two or more vessels are to be used for filming at sea, it will always be preferable to have persons board at dock-side, then travel and return separately to disembark at dockside.
2. Transfers can be physically demanding and shall only be undertaken by persons with demonstrated fitness and agility.
3. Transfers between ships and small craft shall only be undertaken with the supervision of the Ship’s Master and shall use a Pilot’s ladder. Persons shall have hands free to climb the ladder and be wearing an approved flotation device. Items that must be transferred shall be raised or lowered from the vessel with the higher freeboard, by rope and basket/bag.

#### References:

- Canada Labour Code Part II, Marine Occupational Safety and Health Regulations (Canada Gazette Part II, Vol 121, No. 8, pages 1117-1387)
- Transport Canada, Marine Safety, Toll-free: 1-888-463-0521 Direct Number Regional Headquarters Winnipeg: 204-983-3152 Email: pnrweb@tc.gc.ca

## Guideline No. 13: Water Hazards

Whenever there is a risk of drowning, personal flotation devices (PFD's) that meet the Canadian Standards Board (CGSB) standard CAN/CGSB-65.11-M88 are Canadian Coast Guard or Fisheries and Oceans Canada approved and must be worn.

The following procedures are recommended for all water work including ponds, rivers, lakes, swamps, bogs and oceans:

1. **Small controlled ponds** within studio property shall be kept drained. The pond shall be filled immediately prior to production and drained when production is completed.
2. **Water in large, controlled ponds** located on studio property shall be analyzed with written results available to production staff no later than 48 hours prior to production use. If results indicate unacceptable levels of contaminants (i.e. not in compliance with applicable regulatory standards for "recreational full body contact"), steps to eliminate them shall be taken. A second, independent analysis shall be conducted and results made available to the Producer no later than 24 hours before use.
3. Additional considerations to mitigate risks in the use of small or large, controlled ponds located on studio property shall include:
  - i. the development of procedures for the safe use of nearby electrical equipment and chemicals that could react with the water;
  - ii. emergency plans for these and other scenarios so that they can be eliminated and/or minimized so as to avoid catastrophic injury; and
  - iii. consideration given to issues related to the engineered weight restrictions, access and egress in the event of a catastrophic failure or breach of the pond / tank.
4. When work in a body of water is contemplated, including still water areas such as swamps, bogs, or ponds, the Producer shall determine the pollution or contaminant content through analysis of water samples. If results show unacceptable levels, precautions shall be taken (i.e. wearing a special suit so no water touches the skin) or the location shall be changed.
5. When work in a body of water is contemplated, the Producer shall obtain all available knowledge from local authorities as to currents, winds, storms, natural hazards, upstream configurations such as dams, waste disposal sites, chemical plant dumping sites, and flash flood dangers, etc. , prior to actual filming.

**Note:** If a safety hazard is found to exist, the Producer shall inform all cast and crew and take precautions to minimize or eliminate the risk or relocate the shooting site.
6. When there is a risk of a person falling and potentially drowning that person must wear an approved flotation device and there must be rescue equipment nearby which includes; a motorboat, a life buoy, a boat hook and an audible alarm system to notify of an accident and to initiate the rescue procedure. In addition to the rescue equipment there also needs to be a designated rescue person on site who is trained and qualified to carry out the rescue procedures; NOTE: In some cases Actors/Performers will not be able to wear flotation devices due to costume limitations. In these cases the employer must ensure that all possible safety precautions are taken to reduce and limit the risk as much as possible. In addition to the above noted rescue equipment the employer must have in place a safe work procedure that has been communicated to all parties involved.
7. When it is necessary for personnel to work in fast moving rivers, downstream safety equipment such as ropes or nets shall be provided. Pickup personnel shall be stationed for emergency rescue;

8. When work is being done above water that has a fast current and where practical, a line shall be placed across the water that is made of polypropylene rope that is 10 mm in diameter and has buoys or some other flotation device attached;
9. Where boating traffic is anticipated, all precautions (including those mandated by the appropriate Authorities) shall be enforced;
10. All personnel scheduled for water work shall be notified in advance;
11. Water temperatures shall be taken into consideration (especially during the colder seasons or when production companies are shooting at distant and/or upper elevations) because of the real possibility of hypothermia--a lowering of the internal body temperature to below 37 degrees Celsius, caused by exposure to cold. HYPOTHERMIA CAN BE FATAL (refer to Appendix D);
12. Where necessary, the Producer shall provide the required "wet" or "dry" suits for personnel required to work in the water. Appropriate safety measures and provisions for medical treatment shall be readily available. Safety notices regarding the treatment of hypothermia shall be attached to the Call Sheet;
13. All foreign objects which are potentially hazardous, other than those required for pictorial needs, shall either be removed or identified and marked;
14. All personnel shall be advised to keep potential contaminants away from the water (i.e. paints, thinners, repellent, gasoline and oils, etc.);
15. Post-immersion washing facilities shall be available at all water use sites and used by all persons upon exiting the water; and
16. No electrical source other than DC shall be utilized for production in close proximity to water (including studio ponds, rivers, lakes, swamps, bogs and oceans) unless each AC source or unit or both, where necessary, is securely grounded with a Ground Fault Circuit Interrupter installed between any power source and a connected unit drawing from that source.

# TRANSPORTATION SAFETY

## Guideline No. 14: Transportation

### Regulations

1. All equipment and vehicles used in transporting equipment and/or personnel shall comply with all Department of Infrastructure and Transportation rules and Regulations and must display a current Safety Inspection Sticker that is acceptable to the Manitoba Traffic Engineering.
2. The first aid supplies and services required on any vehicle, boat or aircraft that is regularly used to transport employees shall be determined on the basis of the maximum seating capacity of the vehicle, boat or aircraft. Where a vehicle, boat or aircraft is regularly used to transport only the driver of that vehicle, boat or aircraft, the employer of the driver shall ensure that the vehicle, boat or aircraft has at least a Number 1 first aid Kit
3. All drivers of equipment and vehicles shall be experienced, qualified and licensed to handle such equipment and vehicles. If the driver is full time and regularly works alone the driver must hold a valid emergency first aid certificate, as well have a documented safe work procedure for working alone. Refer to Manitoba Regulation 217/2006 Part 9.
4. Where it is necessary to transport explosives, chemicals or hazardous materials, the vehicle must display any Hazardous Material symbols required by Transport Canada under the Transportation of Dangerous Goods Act (Canada) and be under the control of a competent person.

### Seat Belts and Harnesses in Vehicles

1. It shall be the intent of all parties to provide for the safety of all personnel in the vicinity of moving vehicles.
2. When any automotive vehicle is used in action sequences, the vehicle shall be equipped with seat belts or harness, or both where necessary. It is recognized that, in the case of exceptional circumstances (e.g. vintage or antique vehicles), it may not be feasible or practical to install seat belts and/or harness. The Highway Traffic Act requires seat belt use where a seat belt is provided, i.e. if a vehicle is equipped with seat belts, they must be used.
3. Any vehicle involved in a collision of any kind (e.g. sideswipes, t-bones, head-on, all roll-overs and all jumps) shall be equipped with 4- or 5-point harness for both driver and passenger(s) and shall be inspected and approved by the Stunt Coordinator. No person shall modify a seat belt or vehicle in any way which reduces its restraining action.
4. All tow vehicles and equipment towed shall comply with the Highway Traffic Act and Regulations and shall be inspected and approved by the Key Grip.
5. All stop-arrest systems, tow rigs, etc. shall be inspected and approved by the Key Grip.

### Combustion Engines (gasoline, diesel, propane)

1. Adequate ventilation shall be provided when internal combustion engines are to be operated inside buildings or enclosed structures.
2. Exhaust gases shall be vented to the exterior.

## **Guideline No. 15: Insert Camera Cars**

### **Vehicle Operations**

1. An insert camera car shall be a vehicle that is specifically engineered for the mounting of cameras and other equipment for the purpose of photography of, or in, a stationary or moving vehicle. Only such vehicles specifically engineered for this purpose shall be used for this purpose. The use of any other vehicle for this purpose is not advised nor shall it be considered grounds for ignoring these Guidelines.
2. The camera car shall be safety checked before and after use on a daily basis by competent personnel. Items such as brakes, tires, electrical system and towing equipment shall be included in this check. A record of such checks shall be kept and signed by the Operator.
3. Any rigging shall be done in a safe manner by competent personnel.
4. An insert camera car used for night filming shall be provided with two portable tail lights which are affixed to the towed vehicle to provide rear lighting.
5. The maximum number of people on or in such vehicles shall not exceed seven, unless the design of the vehicle clearly allows for more.
  - i. A placard stating the maximum number of people allowed shall be clearly visible on the rear of the vehicle.
  - ii. In order to ensure clear lines of sight to the Operator, only he or she shall be in the cab while the vehicle is in motion.
  - iii. Any person not directly associated with the shot at hand shall not be allowed in or on the vehicle while in motion.
6. Any equipment not essential to the shot at hand shall not be transported on or in the Camera Car.
7. Rear Towing: no person shall be on the tow-bar or the exterior of the towed vehicle, except a competent Stunt person. An exception is when using any towed camera platform designed for such a purpose.
8. Extra consideration shall be given to the safety of personnel working on such vehicles during adverse conditions (e.g.: bad weather, stunts and use of explosives).
9. All A/C electrical circuits shall be protected by a Ground Fault Circuit Interrupter.
10. All laws relating to the operation of a motor vehicle on the highway shall be strictly observed at all times.
11. For the use of Self Driving Vehicles, the operator must have 180 degree of vision, even if the location is a Closed Set.

### **Communication**

1. Any special communication used regarding the operation of a Camera Car (such as sound signals) shall be announced at a meeting of all personnel involved prior to any use of the vehicle.
2. In the interest of uniformity throughout the industry, the following sound signals shall be used by the operator of the vehicle:
  - i. Prior to moving forward - two short horn blasts;
  - ii. Prior to back up - three short horn blasts;
  - iii. Emergency stop - one long horn blast; and
  - iv. At night when shooting in residential areas, alternative signals could be used.

3. Only one person shall be in contact with the Operator, through a designated two-way channel. In the event of radio silence being imposed, another set of signals shall be used.
4. A “dry run” or “walk through” of any action shall be conducted prior to rehearsal or filming with all personnel involved present. An understanding of any intended action, possible deviations and authority to abort shall be made clear to all concerned.
5. A copy of these Guidelines shall be kept in the glove compartment of any insert Camera Car.

## Guideline No. 16: Motorcycles

1. Extreme caution shall be exercised at all times when motorcycles are being used. Only required personnel shall be in the vicinity.
2. The Operator shall hold a current, valid motorcycle license.
3. The motorcycle Stunt Person shall be experienced in and familiar with the techniques needed to safely perform the planned stunt.
4. Protective equipment such as a helmet, gloves, and other clothing shall be worn at all times. Helmets shall be CSA approved and / or Safety Helmets Standards and Exemptions Regulation: [http://web2.gov.mb.ca/laws/regs/current/\\_pdf-regs.php?reg=167/2000](http://web2.gov.mb.ca/laws/regs/current/_pdf-regs.php?reg=167/2000). Where there are special costume requirements, every precaution shall be taken (e.g. wearing protective clothing under the wardrobe).
5. Ample time and discussion shall be given during pre-production, between all concerned parties, as to what type of motorcycle will be needed to safely perform the required sequence. The specific motorcycle type shall meet the needs of the specific motorcycle stunt.
6. Before any stunt is to be performed, a meeting shall be called for all personnel involved and they shall be thoroughly briefed at a meeting on the site where the sequence is to take place. This meeting shall include:
  - i. An “on-site walk-through” or a “dry run” with the Stunt Coordinator and all personnel involved in the event;
  - ii. The Stunt Coordinator shall plan and explain acceptable avenues of escape to personnel involved in the event; and
  - iii. An understanding of the intended action, possible deviations and authority to abort shall be made clear.
7. If any “on the day” deviations of a planned stunt become necessary, another meeting shall be called for all personnel involved in the hazardous procedure to confirm everyone understands and are in agreement on the change(s).
8. Motorcycles, ramps, and other equipment shall be examined prior to use by the Stunt Coordinator and the Motorcycle Operator to determine that they are in safe operating condition.
9. The sequence to be shot, including ramp jumps, “lay-downs”, “end overs” and other potential hazards shall be clearly set forth and discussed by all persons involved.
10. Medical providers with Advanced First Aid Certification shall be present at all rehearsals and all performances involving motorcycle stunts and prepared to administer medical assistance on an emergency basis.



# SPECIAL SAFETY CONSIDERATIONS

## Guideline No. 17: General Stunt and FX Provisions

1. Stunts are to be performed only by competent stunt persons.
2. The designated Stunt Coordinator shall:
  - i. Have experience equal to or greater than that of the stunt person(s) involved in the scene;
  - ii. Be responsible for the safety of the stunt;
  - iii. Inspect and approve any gear, harnesses, etc. involved in the stunt; and
  - iv. Ensure that the stunt persons are competent to perform the stunt.
3. All stunt persons shall be notified reasonably in advance of their involvement in a stunt sequence.
4. Stunt persons shall wear protective equipment.
5. Wardrobe for persons involved in a stunt shall be approved in advance by the Stunt Coordinator.
6. Prior to the performance of all stunts, dangerous work situations, or pyrotechnic effects, the Production Manager through the 1st Assistant Director shall give notification to all Key personnel. The Call Sheet shall also state that explosive or pyrotechnical special effects are to be utilized.
7. Before any stunt is to be performed, a meeting shall be called for all personnel involved and they shall be thoroughly briefed at a meeting on the site where the sequence is to take place. This meeting shall include:
  - i. An “on-site walk-through” or “dry run” with the Stunt Coordinator and all personnel involved in the event;
  - ii. The Stunt Coordinator shall plan and explain acceptable avenues of escape to personnel involved in the event; and
  - iii. An understanding of the intended action, possible deviations and authority to abort shall be made clear.
8. If any “on the day” deviations of a planned stunt or FX effect become necessary, another meeting shall be called for all personnel involved in the hazardous procedure to confirm everyone’s understanding of and agreement to the change(s).
9. Medical providers with Advanced First Aid Certification shall be present at all rehearsals and all performances involving stunts or any other potentially hazardous activities and prepared to administer medical assistance on an emergency basis.

## **Guideline No. 18: High Falls – Use of Air Bags**

1. The Supplier of any air bags shall be given, by the Stunt Coordinator, information in complete detail respecting the type of stunt for which the air bag is to be used, the height of the jump, the weight going into the bag and a description of the area where the bag is to be used, in order that the proper bag is selected.
2. Fans shall be in safe and good mechanical condition.
3. The appropriate generator size shall be used to supply power to the fan.
4. If at all possible, the generator shall be no more than fifty feet away from the fan. All electrical connections shall be taped or sealed so that the connections cannot come loose or disconnect when the air bag is in use.
5. The vents and seams of the air bag shall be inspected before each use.
6. All air bags shall be of quality material and stitching.
7. Each air bag shall be pre-tested prior to actual use with weights equal to or more than the weight of the person(s) performing the high fall. The test shall be conducted at the actual site and from the height of the high fall.
8. Each air bag shall be set up by a Stunt/Safety Person qualified in the set-up and safe use of air bags.
9. The Jumper and the Safety Person (mentioned in #8) shall not be one and the same person.
10. There shall be designated spotters around each air bag to safeguard the Jumper and to ensure that the fans continue to be operational.

## Guideline No. 19: Smoke Inhalation

1. When creating smoke on any set, the lowest concentration needed to achieve the desired effect shall be used, subject to the condition that under no circumstances shall any person be exposed to a smoke concentration in excess of regulatory limits (refer to WHMIS: Threshold Limit Values – Appendix S).
2. When smoke is created on an interior set, the air shall be periodically ventilated or exhausted, vertically and laterally, and appropriate means to do so shall be provided. All personnel and animals shall be given a break away from the stage at appropriate intervals based on the smoke concentration. Air quality shall be periodically tested for contaminant levels to determine ventilation requirements.
3. The only materials which are generally acceptable for use to produce special effects smokes and fogs are:
  - i. Propylene Glycol; and
  - ii. Glycerol.
4. The following materials may also be used for lighting effects, but only small amounts for brief durations. These chemicals may cause irritation and exposure levels shall be monitored:
  - i. Cryogenic gases (dry ice, liquid nitrogen);
  - ii. Triethylene Glycol, Butylene Glycol, Polyethylene Glycol; and
  - iii. Propane rigs (oxygen depleting)
5. The following materials shall not be used to produce lighting effect smokes and/or fogs on any production. In other countries, these substances are legally banned from use:
  - i. Petroleum Distillates or oil products, including food grade and medical grade mineral oil based products;
  - ii. Carcinogenic or suspect carcinogenic chemicals (e.g.: contact cement);
  - iii. Smokes from combustion;
  - iv. Fumed and Hydrolyzed Chlorides (Ammonium Chloride, Titanium Tetrachloride, Zinc Chloride);
  - v. Ethylene Glycol, Diethylene Glycol; and
  - vi. Charcoal (produces carbon monoxide).
6. When creating smoke on interior sets, respirators approved by the National Institute for Occupational Safety and Health (NIOSH) or an equivalent approval agency, shall be provided. These respirators shall provide protection from all possible contaminants produced (e.g. dusts, mists, gases, and vapors).
7. When smoke is used on any interior set, all non-essential personnel shall be removed from the set. Whenever possible, personnel should be removed from any dressing rooms located in the immediate vicinity.
8. When creating a fire at an exterior location, all reasonable precautions to prevent fire and smoke inhalation shall be undertaken. Respirators appropriate for exterior smoke shall be available upon request.
9. When smoke is scheduled to be created on any set, prior notification as to use and type shall be given to all personnel. Whenever possible, the Call Sheet shall state that smoke is to be used and the person responsible for providing respirators shall be designated.

## Guideline No. 20: Open Flames

### Definitions

Open Flame: burning gases or vapors of a fire that is visible as light in various colours and that may come in contact with a solid, liquid, or gas and possibly cause the material to ignite.

Pyrotechnics: explosives classified as high hazard fireworks having a practical use in the List of Authorized Explosives published by Explosives Branch of Natural Resources Canada.

1. The Special Effects Coordinator and Stunt Coordinator shall be consulted regarding all necessary fire prevention, medical and safety precautions which shall be undertaken on any set prior to the use of any open flame.
2. Appropriate Fire and Government Authorities shall be contacted for their approval, comments and/or requirements prior to use of open flames on a set.
3. When torches, candles, fireplaces or other open flames are used, such uses must be under controlled situations with due regard for the safety of all involved.
4. All open flames shall be controlled by persons designated by the Producer. Designated persons must be equipped with and trained in the use of approved fire extinguishing equipment.
5. Flammable and combustible liquids and pyrotechnics shall be kept a safe distance from open flames. Continual ventilation shall be established before ignition and continued until clean-up and storage is completed. Flammable and/or combustible liquids and pyrotechnics shall always be stored in approved containers.
6. Plans for all gas systems supplying open flames (including small propane rigs) shall be submitted to and approved by the Manitoba Office of the Fire Commissioner in accordance with applicable Statutes and Regulations, prior to any use on the set. This is to ensure the use of CSA approved materials (e.g. hose, clamps, in-line regulators, etc.) and that the operator is qualified. Plans shall indicate intended use (e.g. interior, exterior, FX, etc.).
7. Each propane tank shut-off shall be clearly labeled on/off, and shall be operated by a designated person who has a clear view of the propane flame at all times.
8. All open flames shall be stationary and firmly secured.
9. All performers, including Stunt Performers, shall be notified reasonably in advance of their involvement with open flame.
10. Any Stunt personnel directly involved with fire shall wear protective fire equipment (i.e. Nomex™ or equivalent suits). All wardrobe to be used in any type of burn shall be approved by the Stunt Coordinator and/or Special Effects Coordinator.
11. Water gel shall be used at all times on all exposed areas of skin, including performer's hair if it is uncovered, in consultation with the Stunt Coordinator and Special Effects Coordinator. A performer shall have the option of wearing a natural hair wig.
12. If the stunt is a "partial burn", there shall be no fewer than two designated safety persons each equipped with and trained in the use of approved fire extinguishers. A "partial burn" is defined as follows: When a Stunt performer carries an amount of fire limited to a restricted area of the body (i.e. an arm, leg, portion of the torso) and does not inhibit the sight or breathing of the Stunt Performer.
13. If the stunt is a "full burn", there shall be no fewer than three designated safety persons each equipped with and trained in the use of approved fire extinguishers. A "full burn" is defined as follows: When a substantial part of the body is on fire or when the flames could reach or interact with the head area and could limit the sight or breathing of the Stunt Performer, or where breathing apparatus or eye protection is required.

14. Medical providers with Advanced First Aid Certification shall be present at all rehearsals and all performances involving open flames and pyrotechnics.
15. A special note shall be made in the safety section of the Call Sheet when fire stunts are performed.
16. Open flames and/or pyrotechnics shall not be permitted on sets that have an audience.

Contacts:

- Manitoba Office of the Fire Commissioner, (204) 945-3322 (Winnipeg); and Manitoba Workplace Safety and Health Act, Blasting Safety Regulations;
- Natural Resources Canada, Pyrotechnics: Senior Inspector, Phone 613-948-5200, email [erdmmf@nrcan.gc.ca](mailto:erdmmf@nrcan.gc.ca)

References:

Ref. N.F.P.A. 1126;

- Explosives Act of Canada;
- Display Fireworks Manual;
- Pyrotechnics Special Effects Manual, 1997;
- Manitoba - The Fires Prevention and Emergency Response Act

## **Guideline No. 21: Explosives and Pyrotechnics**

### **Definitions**

Pyrotechnics: explosives classified as high hazard fireworks having a practical use in the List of Authorized Explosives published by Explosives Safety and Security Branch (federal jurisdiction).

Blasting: using a substance, including a detonator or primed explosive, that is manufactured or used to produce an explosion by detonation or deflagration and that is regulated by the Explosives Act, but does not include ammunition for weapons or fireworks (federal jurisdiction).

### **Use of Explosives and Pyrotechnics**

1. Prior to the performance of all dangerous work situations or pyrotechnic effects (e.g. working with explosives, explosive devices, flammable or combustible liquids, gas or chemicals on any set), the Production Manager, through the 1st Assistant Director, shall give notification to all personnel. The Call Sheet shall also state that explosive or pyrotechnical special effects are to be utilized.
2. Before any stunt is to be performed, a meeting shall be called for all personnel involved and they shall be thoroughly briefed at a meeting on the site where the sequence is to take place. This meeting shall include:
  - i. An “on-site walk-through” or “dry run” with the Stunt Coordinator and all personnel involved in the event;
  - ii. The Stunt Coordinator shall plan and explain acceptable avenues of escape to personnel involved in the event; and
  - iii. An understanding of the intended action, possible deviations and authority to abort shall be made clear.
3. If any “on the day” deviations of a planned stunt or FX effect become necessary, another meeting shall again be called for all personnel involved in the hazardous procedure to confirm everyone’s understanding of an agreement to the change(s).
4. It is recognized that there can be unforeseen or unique situations which might require on-site judgment; such judgment must be made in the interest of safety of cast and crew.
5. Prior to and after any pyrotechnical effect, the Special Effects Coordinator shall remain on set at all times and be the final authority on all matters pertaining to safety.
6. The 1st Assistant Director or the Special Effects Coordinator, or both where necessary, shall clearly announce to all personnel the location of exits and escape routes. The escape route shall provide unobstructed passage to the exterior of the building, structure or work place.
7. Immediately prior to each take, the 1st Assistant Director shall check the escape route in order to assure that it is, and will remain, accessible. Any person who is unsure of the designated escape route shall check with the 1st Assistant Director and learn the escape route before entering the work area.
8. The 1st Assistant Director or FX Coordinator, or both where necessary, shall ensure that there is a clear fire route for emergency and firefighting vehicles at all times.

9. Only persons and crew necessary for the purpose of filming shall be in the explosives area. The 1st Assistant Director or Special Effects Coordinator shall ensure that before a special effect is performed that all other personnel are safely cleared away from the explosive area.
10. No smoking is permitted in the explosive area. "No smoking" signs shall be posted in all areas of the premises or locations where explosives and/or pyrotechnic devices are stored and handled.
11. After each shoot, no one shall go into the explosives area other than the Special Effects Coordinator until the Special Effects Coordinator deems it safe to do so.
12. No child under the age of 16 shall be close to explosives nor shall they be body squibbed, except for children who are designated as qualified Stunt Performers and for whom the signed authority of the Parent or Guardian has been previously obtained.

### **Transport and Storage**

1. Transportation and storage of explosives and/or pyrotechnic devices shall be governed by the provisions of all applicable Federal, Provincial and Municipal laws and the proper Authorities shall be notified when using explosives on the set.
2. Only qualified drivers shall transport explosives or hazardous products. Transport vehicles shall display appropriate Hazardous Material symbols as required by Transport Canada (refer to The Manitoba Dangerous Goods Handling and Transportation Act).

### **Regulations Pertaining to Explosives**

1. All explosives and explosive devices must be shunted.
2. Detonation of explosives shall be from a separate DC power supply.
3. When preparing pyrotechnics, radio transmissions of any kind including mobile phones in the area shall be turned off.
4. Any special effects which involve personnel connecting, loading or firing a blast shall obtain the necessary approval for 'specialized blasting' as per section 21.83 Special effects blasting Regulations.
5. Employees/employers carrying out pyrotechnics must have the proper certification through Natural Resources Canada, Explosives Regulatory Division (Federal).

#### References:

- N.F.P.A. 1126 "Pyrotechnics Before a Proximate Audience"
- Manitoba Labour and Immigration, Workplace Health and Safety Act, Manitoba Regulation 217/2006 Part 34 - Explosives.
- Natural Resources Canada, Explosives Regulatory Division, Phone: 613-948-5187
- Transport Canada, Dangerous Goods Transportation Act, Transportation of Dangerous Goods Regulations, Phone: 1-800-387-4999

## **Guideline No. 22: Use of Firearms**

This Guideline applies to both real firearms and replica firearms (commonly referred to as “replicas.”)

### **Designated Handlers**

1. All Firearms shall be in the overall care and charge of one dedicated person, designated as the Firearms Safety Coordinator (Manitoba) or alternate common industry terms such as key Weapons Handler, Firearms Handler or Armourer, who:
  - i. Shall be in possession of a valid Firearms License, plus all other applicable licenses and permits depending on jurisdiction;
  - ii. Shall have no other duties to perform while firearms are in use;
  - iii. Shall be familiar with;
    - a. All firearms being used and their respective safety requirements;
    - b. Loading, unloading, stripping, cleaning and reassembly procedures;
    - c. The PROVE safety checking procedure for each firearm;
    - d. Assessing and controlling risks associated with the use of firearms; and
    - e. All requirements regarding the handling, transportation and storage of firearms, ammunition and black powder.
2. The Firearms Safety Coordinator is responsible for:
  - i. Checking firearms before and after each use;
  - ii. Cleaning all firearms after use;
  - iii. Keeping an inventory of all firearms in their care;
  - iv. Training and briefing cast and crew as required on firearms safety and handling; and
  - v. Compliance with all Regulations regarding the storage and use of firearms, ammunition and black powder.
3. All firearms shall be registered with and placed in the care of the Firearms Safety Coordinator. No personal firearms, replicas or ammunition shall be brought onto set. The Firearms Safety Coordinator shall also be informed about all replica firearms to be used on set.
4. Any firearm not immediately required on set shall be:
  - i. Unloaded; and
  - ii. Stored in a locked container, locked receptacle, locked vehicle or locked room that is constructed so that it cannot readily be broken open.
5. Firearms should be removed from Actors or Stunt Performers between takes whenever possible and placed in the care of the Firearms Safety Coordinator.



6. The Firearms Safety Coordinator should be allowed time:
  - i. To ensure compliance with any applicable safety requirement or procedure;
  - ii. To ensure that any Actor or Stunt Performer using a firearm is fully aware of the safety rules and procedures for the handling and firing of the firearm; and
  - iii. To discuss with Producers, Director and First Assistant Director the use of any firearms required and the safest way to accomplish any scene. If changes are made to the scene, the Firearms Safety Coordinator may request another meeting.
7. It shall be the sole responsibility of the Firearms Safety Coordinator to load and unload firearms. If this is not practical (e.g. in the case of large numbers) the Firearms Safety Coordinator may supervise the handling, loading, and unloading of firearms by designated assistants. Any such assistants shall be designated by the Firearms Safety Coordinator, who shall have adequate time to familiarize them with the safe handling of the firearms and ammunition in use, and all procedures expected of them.

The Firearms Safety Coordinator may request a safety meeting, to be held in conjunction with the First Assistant Director, with all applicable cast and crew before any scene involving firearms, firing blanks or pointing firearms at persons involved in a scene.

8. Replicas shall be handled by a designated person from the Props or Firearms Department who is responsible for:
  - i. Checking replicas to ensure they cannot chamber or fire blanks or pellets;
  - ii. Brief Actors and Background Performers on the nature of the replicas and all applicable safety rules;
  - iii. Keep track of all replicas in their care;
  - iv. Maintain an inventory of all replicas including where they were obtained from; and
  - v. Compliance with all Regulations regarding replica firearms

## **Handling Firearms on Set**

1. Firearms are inherently dangerous and shall be treated as if they were loaded at all times.
2. Replica firearms shall be treated the same as real firearms at all times.
3. Live ammunition shall NEVER be used. Caution must be taken to ensure live ammunition is not used on set and extra precautions are required to ensure live ammunition is not inadvertently used as props, set decoration or as part of costumes.
4. Blanks are potentially deadly at close range and shall only be handled by the Firearms Safety Coordinator and persons knowledgeable about the hazards inherent in firing blanks.
5. Firearms and replicas are not to be pointed at any persons except during a scene. If firearms or replicas are to be pointed at persons during a scene, all persons involved shall have the opportunity to inspect the safety of each firearm or replica. Any pointing of a firearm at a person

must be discussed and approved in advance by the Firearms Safety Coordinator, the First Assistant Director and all performers involved.

6. "Horseplay" or unnecessary handling of firearms or replicas shall not be allowed.
7. A "No Smoking" rule shall apply to any area where firearms, ammunition or black powder is stored, and approved signs to this effect posted.
8. Firearms shall never be put down anywhere except a controlled area. Caution must be taken to ensure dirt, mud, snow or debris is not allowed to plug the barrel. Before any firearm is discharged with blanks, the firearm must be checked and inspected using the PROVE safety checking procedure, including checking the barrel for obstructions.
9. In the event of a misfire or jam, the Firearms Safety Coordinator is the ONLY person to determine if a scene shall continue or must be stopped. Failure to function properly shall cause a firearm to be taken out of use until such time as the cause can be determined, a repair effected, and test discharges performed. The decision to resume use of the firearm shall be solely that of the Firearms Safety Coordinator.
10. No crew, cast or other personnel shall be in the vicinity of a firearm being discharged without approved eye and ear protection. The Firearms Safety Coordinator is to determine the level of protection required for every scene involving blanks. All safety gear is to be supplied by the production and available to all cast and crew in the vicinity of discharges, whether required or not.
11. Polycarbonate sheets (i.e. "Lexan"™) shall be placed between any personnel and any firearm discharged in their immediate vicinity.
12. All personnel shall be given a verbal warning prior to the discharge of any firearm.
13. No firearm shall be loaded (made "hot") until immediately prior to a take. If a delay of any kind ensues, the firearm shall be unloaded. A "hot" firearm shall not be in the possession of any Actor or Stunt Performer except during a take.
14. Actors or Stunt Performers MUST keep their finger clear of the trigger guard at all times except when firing, and MUST keep the firearm pointed in a safe direction at all times. After a scene is "cut," Actors and Stunt Performers MUST immediately remove their finger from the trigger guard and point the firearm in the safe direction as specified by the Firearms Safety Coordinator.

### **Ammunition/Firearms Specifications**

1. All applicable Statutes and Regulations shall be adhered to in the transportation, handling and storage of all firearms, ammunition and black powder.
2. In all situations which require a practical firearm:
  - i. Only a firearm which has been manufactured for this purpose by qualified personnel shall be used to fire a blank or charge; and
  - ii. No firearm which is to be discharged shall be modified in any way, unless the modification is performed by a qualified Gunsmith.
3. Only the appropriate type of blank ammunition shall be used. Ammunition made specifically for theatrical or film use shall be obtained in the correct load for the effect required.

4. Factory-loaded ammunition shall not be altered.
5. Any Safety Guidelines or specifications laid out in handbooks supplied by the Manufacturer of a firearm shall be made known and adhered to by all concerned.

References:

- Industry Wide Labor-Management Safety Committee Recommendations
- IATSE International Safety Bulletin #1
- IATSE Local 856 Firearms Department Guidelines
- RCMP Firearms Regulations

## **Guideline No. 23: Animal Handling**

### **Definition**

“Animal” means all sentient creatures including mammals, birds, fish, reptiles, and insects.

Any production company intending to use any animal in a film shall consult with the Manitoba Wildlife Branch and the Winnipeg Humane Society well in advance for detailed advice regarding the care of the specific animal involved. NOTE: Permits may be required.

### **Overview**

1. No animal shall be killed or injured for the sake of a film production.
2. No animal shall be allowed to become overheated or suffer discomfort. The production company shall supply adequate food, water and reasonable shelter, both on and off-camera.
3. Adequate exercise and rest shall always be provided.
4. Stunts or potentially dangerous animal action shall be discussed with the Manitoba Wildlife Branch and /or Winnipeg Humane Society personnel prior to filming.
5. A veterinarian knowledgeable in the care of the animal to be used shall be located prior to filming to ensure availability in case of emergency.
6. A veterinarian knowledgeable in the animal to be used shall be present on any set when there are activities planned that could potentially be harmful to the animal.
7. Tranquilization or sedation of any animal shall be avoided. If necessary, any tranquilizer or sedative shall be administered by a veterinarian who is:
  - i. Knowledgeable in the care of the animal to be used; and
  - ii. Prepared to remain with the animal until any adverse effects of the tranquilizer or sedative have worn off.

### **The Animal Handler**

Complete control of any animal, including authority to abort any animal-related activity at any time, shall be given to a competent Animal Handler.

1. The designated Handler shall ensure that any animal required to work on a film set/location is well prepared for such situation, and shall be satisfied that the animal will perform in a manner conducive to the safety of the animal, cast, crew and general public.
2. The Handler(s) supplying the animal shall be responsible for obtaining all applicable permits, licenses, medical safeguards, inoculations, etc.
3. The Handler shall train on site wherever possible to acclimate the animal to film set conditions.
4. Where animals and Performers are working together, ample time shall be allowed to permit the Handler, Stunt Coordinator, Performers and animals to become familiar with the routine, and with each other.

5. Both the Handler and the Assistant Directors shall instruct the cast and crew prior to the call of Wrap or Break that the set will be cleared of all animals FIRST, PRIOR to being cleared of cast or crew.

### **General Precautions**

1. Only competent Special Skills Performers, Stunt people, professional Trainers, and/or Wranglers shall be authorized to work with animals on or off camera.
2. An opportunity shall be given to the Handler and Stunt Coordinator to address the cast and crew (including parents/guardians of child Performers) about safety precautions while the animals are on set, including (but not limited to) information such as: safe distances to be maintained, provisions for escape routes, authority to abort, no running, no feeding, no personal pets on site, etc.
3. Equipment operated in conjunction with animals shall be checked for safe operating condition by both the Handler and the person(s) responsible for the equipment involved. The close proximity use of smoke, loud machinery, etc. shall be used only after consultation with the Handler.
4. A "closed set" shall be maintained where animals are working.

### Reference:

Manitoba Wildlife Branch  
42 - 200 Saulteaux Crescent  
Winnipeg MB R3J 3W3  
Phone: 204 945-1893

## Guideline No. 24: Skydiving

The following recommendations apply where skydiving will be used in filming. The term “Parachutist” refers to a Parachutist who has a current and valid certification card issued by a nationally or internationally recognized certification organization such as the Canadian Sport Parachuting Association.

1. Transport Canada shall be contacted to determine what type of endorsement or certification Parachutists involved in the scene are required to possess. The Canadian Sport Parachuting Association’s determinations and suggestions should also be sought.
2. An Application for Authorization to Conduct Parachute Descents form shall be filed with Transport Canada prior to any Skydive, and be accompanied by proof of consent of the owner(s) of the area to be used as a “Drop Zone”, as well as Municipal authorities (if applicable). Transport Canada shall be contacted, in writing, at least two weeks prior to any filming involving Skydiving.
3. When certification information is obtained, a designated Skydive Coordinator shall be named. This person shall:
  - i. Have an endorsement or certificate equal to or greater than that of any Parachutist(s) involved in the scene;
  - ii. Be responsible for the safety of the Skydive, as well as securing proper authorization from Transport Canada; and
  - iii. Ensure the pilot is endorsed for Skydiving and the plane meets all applicable Transport Canada Regulations.
4. The Skydive Coordinator is responsible for the safety of the skydive. Factors such as location, weather, communication, and security shall be part of safety evaluation.
5. All equipment, props, wardrobe, etc., shall be made available to the Skydive Coordinator prior to the skydive for safety evaluation. Final safety approval rests with the Skydive Coordinator and the Skydiver with respect to equipment and wardrobe used in the jump.
6. There shall be a “dry run” on the ground, at either the Landing Site or Drop Zone, prior to takeoff. It shall be the Skydiver’s responsibility to evaluate mitigating factors such as location, weather, communication and security at the time of the Skydive and give final approval for the jump to occur. Before each jump, ample time shall be allotted to thoroughly brief all persons involved. Final approval of the jump rests with the Skydiver.
7. Medical providers with Advanced First Aid Certification shall be present at all rehearsals and all activities involving Skydiving and be prepared to administer medical assistance on an emergency basis.
8. The transportation of items considered to be of a dangerous nature (such as firearms and pyro) must be approved by the applicable governing body. Taking off and landing in a built up area requires prior authorization from Transport Canada.
9. This Guideline shall be referred to on the Call Sheet whenever Skydiving is scheduled.

### Reference:

Transport Canada, Regional Headquarters,  
Toll-free: 1-888-463-0521  
Direct Number Regional Headquarters Winnipeg: 204-983-3152 Email: pnrweb@tc.gc.ca

## Guideline No. 25: Helicopters

1. The helicopter Pilot is the final authority concerning all helicopter operations. If in doubt, ask the Pilot through the 1st Assistant Director. All final decisions regarding the helicopter, its aerial traverse and hovering positions rest with the Pilot.
  - i. If the helicopter is to be functional, the Pilot shall ensure the helicopter meets all pertinent Transport Canada Regulations and that all pertinent documentation has been filed with the appropriate Federal, Provincial and Municipal authorities.
  - ii. Plot plans and graphics detailing landing and takeoff areas, intended flight paths, designated emergency landing sites, locations of squibs (and type of explosives to be used) shall be compiled by the Department Heads involved and approved by the Pilot prior to filming.
2. All Guidelines relating to stunts, firearms, pyro, etc. will be fully observed.
3. Prior to take off, the Pilot shall review the craft's safety features and discuss emergency contingency procedures with all persons involved. Ample time shall be allotted for the Pilot to evaluate the fitness of the helicopter, accessory equipment and passengers prior to each run.
4. The landing and takeoff areas shall be cleared of debris and, where necessary, wet down. However, in the case of combined vehicle/helicopter stunts, the ground shall only be wet down if this is acceptable to both the Stunt Coordinator and Pilot.
5. Single channel, dedicated two-way communication between ground and helicopter shall be established and maintained at all times. During operation of the helicopter, only one ground contact person shall be used to relay information.
6. There shall be no smoking within 50 feet of the helicopter.
7. All personnel shall remain at least 50 feet away from the helicopter unless they are required to approach the craft.
8. No person or animal shall walk under the rear or "tail" section of a helicopter.
9. All crew and cast involved shall be aware of the proper procedures for working around helicopters, such as:
  - i. Leave and approach helicopters from the front, with your eyes and head forward. Always use extreme caution when working around a helicopter - especially when the helicopter's engine is running;
  - ii. Carry all equipment parallel to the ground at waist level or below, within 50 feet of a helicopter;
  - iii. Never extend any equipment vertically (such as cameras, light or grip stands, sound booms, etc.) into the rotor blades of a helicopter;
  - iv. Never, under any circumstances, throw or leave anything (such as rolls of tape, clothing, paper, tools, etc.) within 50 feet of a helicopter; and
  - v. Always protect your eyes as well as you do your equipment whenever a helicopter is landing or lifting off.
10. Crews filming from helicopters over large bodies of water shall always wear survival suits.

11. The transportation of items considered to be of a dangerous nature (such as firearms and pyro) must be approved in advance by the Dangerous Goods Division, Air Carrier Branch, and Transport Canada. Taking off and landing in a built up area requires specific authorization from Transport Canada. Transport Canada shall be contacted, in writing, at least two weeks prior to any filming involving a helicopter.
12. Camerapersons hanging out of a helicopter with the door off shall wear a seat belt and a safety harness. The camera shall be secured separately from the Cameraperson.
13. This Guideline shall be referred to on all Call Sheets, whenever helicopters are to be used.

Reference:

Transport Canada, Regional Headquarters,  
Toll-free: 1-888-463-0521  
Direct Number Regional Headquarters Winnipeg: 204-983-3152  
Email: pnrweb@tc.gc.ca



## Guideline No. 26: Fixed-Wing Aircraft

1. All flights must conform with Transport Canada Regulations. All certificates and/or waivers must be in effect and available for on-site inspection. The Pilot must obtain proper certificates and/or waivers before operating an aircraft in the situations outlined below. Transport Canada shall be contacted, in writing, at least two weeks prior to any filming involving an aircraft.
2. Except where necessary for takeoff or landing, the operation of an aircraft below the following altitudes is prohibited, without prior approval from Transport Canada:
  - i. **Over Populated Areas:** over any area of a city, town or settlement, or over any open air assembly of persons, an altitude of 1,000 feet above the highest obstacle within a horizontal radius of 2,000 feet of the aircraft; and
  - ii. **Over Other Than Populated Areas:** an altitude of 500 feet above the surface, except over open water or sparsely populated areas. In that case, the aircraft may not be operated closer than 500 feet from any person, vessel, vehicle or structure.
3. Before a stunt or sequence is to be performed, all persons involved shall be thoroughly briefed. There shall be a “dry run” on the ground at the site, and:
  - i. The persons necessary for filming will be briefed as to any potential hazards and safety concerns prior to the filming;
  - ii. A pre-planned stunt shall not be changed in any way without the authorization of the Pilot and the Aerial Coordinator, if any; and
  - iii. If there is a question (as determined by the Pilot) as to the safety of any aerial filming sequence involving low, over-the-camera shots, a locked-off camera shall be used.
4. Only persons and crew necessary for the purpose of filming will be in the area. All other personnel are to be at least 500 feet away from the path of the flying aircraft.
5. Single channel dedicated two-way communication between ground and the aircraft shall be established and maintained at all times. During the operation of the aircraft, only one ground contact person shall be used to relay information.
6. Where required by the appropriate regulatory agency, there will always be an Aerial Coordinator on the ground when an aircraft is in the air or taxiing. An Aerial Coordinator will be appointed by the designated Chief Pilot.
7. Aircraft engines shall not be started and the aircraft shall not be taxied in spectator, cast or crew areas until appropriate measures have been taken to prevent hazardous conditions for spectators, cast and crew.
  - i. Cast, crew and equipment shall be protected from debris thrown back by airplanes taxiing, taking off or landing.
  - ii. If an aircraft is being filmed with the engine running, adequate safety precautions shall be taken in connection with activity in front of the aircraft. Whenever an aircraft engine is running, a licensed person shall occupy the Pilot’s seat and be in control of the aircraft. The aircraft shall be anchored against forward movement.
8. There shall be no smoking within 100 feet of the aircraft or support vehicles.

9. A plane shall be certified if it is to fly with the door removed. When filming with the plane's door removed, the Cameraperson(s) shall wear seat belt(s) and safety harness. The camera shall be secured separately from the Cameraperson.
10. Aircraft structures can be damaged easily while on the ground. The Pilot's permission shall be obtained before pushing, handling, sitting on or in, or laying any objects of any kind on an aircraft.
  - i. If a foreign object falls into or against an aircraft, report it immediately to the Pilot or Aerial Coordinator.
  - ii. Never allow cast or crew to occupy an aircraft while its engines are started or running, unless the Pilot is in full control.
11. Each end of an operational runway or landing area shall be cleared prior to take-off and landing. Appropriate safety precautions shall be taken as to the placement of camera equipment when filming the take-off or landing.
12. Acrobatic maneuvers shall be conducted in a direction which will most nearly parallel the boundaries of the designated cast, crew and/or equipment area, or in a direction away from such an area.
13. Crews filming from aircraft over large bodies of water shall always wear survival suits.
14. This Guideline shall be referred to on all Call Sheets, whenever aircraft are to be used.

Reference:

Transport Canada, Regional Headquarters,  
Toll-free: 1-888-463-0521  
Direct Number Regional Headquarters Winnipeg: 204-983-3152  
Email: pnrweb@tc.gc.ca

## Guideline No. 27 Unmanned Air Vehicle (UAV) or Camera Drone

Transport Canada regulates drone use to keep the public and our airspace safe. Aircraft without a pilot on board go by many names - unmanned air vehicle (UAV), remotely piloted aircraft system, model aircraft, remote control aircraft, and drone.

1. Drone pilots must follow the rules in the Canadian Aviation Regulations (CARs). Part IX – Remotely Piloted Aircraft Systems contains most of the rules that apply to drones up to 25 kilograms. You must read and understand these regulations in full before you fly your drone.
2. Drone pilots must carry a valid drone pilot certificate and only fly drones that are marked and registered.
3. Fly your drone safely:  
<https://www.tc.gc.ca/en/services/aviation/drone-safety.html>
4. You must fly your drone responsibly to avoid harming others and you must understand the difference between basic and advanced operations. In order to keep yourself and others safe, you must fly your drone:
  - i. where you can see it at all times
  - ii. below 122 metres (400 feet) in the air
  - iii. away from bystanders, at a minimum horizontal distance of 30 metres for basic operations
  - iv. away from emergency operations and advertised events
  - v. avoid forest fires, outdoor concerts and parades
  - vi. away from airports and heliports
  - vii. 5.6 kilometres (3 nautical miles) from airports
  - viii. 1.9 kilometres (1 nautical mile) from heliports
  - ix. outside controlled airspace (for basic operations only)
  - x. don't fly anywhere near airplanes, helicopters and other drones

### Areas that limit the use of drones include Airports, Heliports and Aerodromes

An aerodrome is anywhere that an aircraft can take off and land. This includes airports, heliports, and seaplane bases.

Unless you are following an established Transport Canada procedure, you cannot fly closer than:

1. kilometres (3 nautical miles) from any airport listed in the Canada Flight Supplement
2. kilometres (1 nautical mile) from heliports or aerodromes used by helicopters only

There are no distance requirements for operations near all other aerodromes. Operators must maintain a safe distance from other aircraft at all times.

### Advertised events

Drone pilots are not allowed to fly near or over advertised events, such as outdoor concerts and sporting events, unless they have a Special Flight Operations Certificate that specifically allows them to do so.

In Canada, there are two main categories of drone operation: basic and advanced. Each one has a different set of rules drone pilots must follow. The weight of your drone, distance from bystanders and airspace rules define your category. The rules do not treat people who fly drones for fun or for business differently.

## Basic operations

If you meet **all 3** of these conditions, you are conducting basic operations:

1. You fly it in uncontrolled airspace
2. You fly it more than 30 metres (100 feet) horizontally from bystanders
3. You never fly it over bystanders

For **basic** operations, you must:

1. Register your drone with Transport Canada before you fly it for the first time
2. Mark your drone with its registration number
3. Pass the Small Basic Exam
4. Be able to show your Pilot Certificate – Basic Operations and proof of registration when you fly

## Advanced operations

If you meet **any 1** of these conditions, you are conducting advanced operations:

1. You want to fly in controlled airspace
2. You want to fly over bystanders
3. You want to fly within 30 metres (100 feet) of bystanders (measured horizontally)

For **advanced** operations, you must:

1. Register your drone with Transport Canada before you fly it for the first time
2. Mark your drone with its registration number
3. Pass the Small Advanced Exam
4. Pass a flight review with a flight reviewer
5. Be able to show your Pilot Certificate – Advanced Operations and proof of registration when you fly your drone
6. Seek permission from air traffic control (likely NAV CANADA) to fly in controlled airspace (request an RPAS Flight Authorization from NAV CANADA)
7. Fly within the operational limits of your drone
8. If you have a Pilot Certificate – Advanced Operations, you do not need a Pilot Certificate – Basic Operations to conduct basic operations.

## Regional Contacts:

Transport Canada - Prairie & Northern Region  
344 Edmonton Street P.O. Box 8550 Winnipeg, Manitoba, R3C 0P6  
Civil Aviation Safety Inspector - Flight Operations  
Tel (204) 983 7410  
Cell (204) 229 2144  
Email: [Jack.Kearley@tc.gc.ca](mailto:Jack.Kearley@tc.gc.ca)

NAV CANADA – Winnipeg Office  
2000 Wellington Ave, Winnipeg, MB R3H 1C1  
Tel (204) 983-8408  
Web: <https://www.navcanada.ca/en/comms/rpassubmit.html>

## **Guideline No. 28: Underwater Stunts and Underwater Film Operations**

This Guideline applies to all diving operations conducted in relation to underwater stunts and underwater work during film operations. The following definitions apply in this Guideline:

### **Definitions:**

**Safe work procedures:** The employer must develop and implement safe work procedures for a diving operation that meet the requirements of CSA Z275.2-15, Occupational Safety Code for Diving Operations; and train workers who may perform diving operations in those safe work procedures; and ensure that workers comply with those safe work procedures. M.R. 128/2019

**Competency:** The employer must ensure that a diver working at a diving operation under the employer's supervision provides written evidence to the employer that he or she meets the requirements of CSA Z275.4-12 (R2017), Competency standard for diving, hyperbaric chamber, and remotely operated vehicle operations; and is competent to use any diving equipment used in the diving operation.

The employer must keep copies of the written evidence required under clause above while the diver is employed by the employer. M.R. 128/2019

**Buddy System:** The system of assigning diving partners who are responsible for maintaining effective communication with each other and rendering assistance when necessary;

**Diving Supervisor:** The individual who, because of his/her diving qualification and experience, is responsible for a particular diving operation;

**Dive Team:** A minimum of three personnel involved in a diving operation;

**Free Swimming:** Diving without a lifeline or surface tether;

**Hyperbaric Chamber:** A pressure vessel and associated equipment designed to subject humans to greater-than atmospheric pressure;

**Lifeline:** A rope or other material of sufficient strength to recover and lift a diver and his/her equipment from the water;

**SCUBA:** Self Contained Underwater Breathing Apparatus; and

**Stand-by Diver:** A diver who is trained to operate at the depths and in the circumstances in which the diver in the water is operating. The primary function of the Stand-by Diver is to render assistance in the event of emergency.

### **Diving Regulations and Safety Measures**

The following is only an overview of the regulation and some of its requirements, for a complete description and explanation of what is required for diving operations in Manitoba refer to the NS Occupational Diving Regulations.

### **Divers Requirements**

In Manitoba each diving supervisor, diver and diver's tender must meet the competency requirements set out in CSA Z275.4-12 (R2017)5, "Competency Standard for Diving Operations" for their position and the depths and circumstances of the dive. All members of a dive team must hold a valid standard first aid certificate, must be trained in the use of oxygen therapy equipment that is provided at a dive site and they

must all have photo identification available at the site. Divers must also be physically fit and meet various fitness requirements and pass specific medical examinations, see sections 12 – 15 of the NS Occupational Diving Regulations for details.

The employer/producer must designate, in writing, one competent person to be the diving supervisor for a dive site at any one time. A diving supervisor must supervise all dives conducted and ensure that the Act and the Diving Regulations are complied with before a dive, during a dive, and after a dive. A diving supervisor must be at the dive site, however he must not dive unless it is necessary to do so in a health or safety emergency. The diving supervisor may dive when another person, who is competent, is delegated in writing by the diving supervisor.

Before a dive is conducted a written plan must be prepared that meets the requirements of Part 43 – Diving Operations of Manitoba Regulation 217/2006. The diving supervisor for the planned dive or dives must brief the rest of the dive team on the details of the dive plan along with the requirements outlined in Section 21 of the Occupational Diving Regulations.

## **Dive Crew Size**

A minimum crew of three must be present at each diving operation and must include at least two divers and one team member who acts as both a supervisor and a diver's tender. One of the divers must be a standby. The minimum crew requirement changes according to depth, equipment usage, degree of hazard and other conditions. In many situations there is a requirement for more than a crew of three to be present, see Section 9 of the Occupational Diving Regulations for a detailed description of dive team requirements.

## **SCUBA Prohibitions**

SCUBA equipment cannot be used for dives more than 40m in depth. In addition, the use of SCUBA is completely prohibited at construction or industrial underwater work sites for some activities (ex. welding). Diving in the entertainment industry will in most cases require the use of SCUBA, however there are many situations where SCUBA is not allowed, for specific provisions on the prohibition and use of SCUBA see sections 86-87 of the NS Occupational Diving Regulations.

## **Equipment Examination, Testing, Maintenance & Repair**

Diving equipment must be examined by a competent person each day it is used and it must be tested, repaired and maintained in accordance with the manufacturer's specifications. Records of tests and repairs must be kept for 2 years.

## **Diver Logbook and Supervisor's Record**

All divers must keep a log book containing the information specified in the Manitoba Occupational Diving Regulations. Entries into the logbook must be signed by the diver, and countersigned by the diving supervisor. Diving supervisors must keep a supervisor's record and file a signed copy of the record with the employer within 7 days of the end of the dive. The Employer (dive contractor) must keep the supervisor's record for at least 2 years.

## **Responsibility for Safe Diving**

Diving and underwater work can be very dangerous and physically demanding. Because of all the hazards and regulatory requirements employers/producers are strongly encouraged to hire only professionally trained certified divers and diver's tenders. This guideline only highlights some of the duties and responsibilities regarding diving and by no means replaces the requirements set out in the NS Occupational Diving Regulations, and if there is a difference between this guideline and the Regulation, the Regulation will apply. Every person at a dive site must ensure they perform all duties and meet all requirements of the Regulation. A diver must not dive if any of the regulatory duties or requirements are not met, regardless upon whom the Regulations placed the duty or requirement.

## **General Information**

1. A designated competent Diving Supervisor shall be assigned to supervise each dive. His/her duties shall include, but not be limited to, the following:
  - i. Planning the dive(s);
  - ii. Briefing the crew, including emergency procedures that are to be followed in the event of a malfunction of the equipment or system;
  - iii. Ensuring that all necessary equipment is provided and in good operating condition;
  - iv. Supervising the entire diving operation;
  - v. Reviewing divers' logbook; and
  - vi. Keep a diving supervisor's record which must include all the information outlined in the applicable section of the Regulations.
2. Each diving supervisor, diver and diver's tender must meet the competency requirements set out in CSA Standard CSA Z275.4-12 (R2017), "Competency Standard for Diving Operations" for their position and the depths and circumstances of the dive.
3. For each diving operation there must be a minimum dive team of three. Within the team there must be at least two divers and one team member who acts as both a supervisor and a diver tender.
4. Each diver and diver's tender must hold a valid standard first aid certificate, be trained in the use of oxygen therapy equipment (if made available) and have photo identification available at the site. The Manitoba Occupational Diving Regulations do not make Oxygen Therapy mandatory, it is optional.
5. Except in the case of accident or unavoidable circumstances, a diver shall not be permitted to remain at any depth longer than the maximum time planned for that depth during that dive.
6. A diver shall not be permitted to dive unless a signed statement issued by a physician is presented, stating that the diver has received a comprehensive physical examination during the preceding 24 months and has been found to be free of any medical condition that would prohibit the type of diving for which the diver is to be employed.
7. When the diver shows any indication of pressure-related illness or requires therapeutic recompression for any reason, treatment shall be initiated and the physician shall be alerted immediately.
8. Before commencing a diving operation, the Diving Supervisor shall ensure that all diving plant and equipment, including umbilical's, winches, cables, hyperbaric chambers, etc. used in connection with the diving operation are in operating condition.
9. The Employer or the Diving Contractor shall ensure that there is a second source of power for the diving system in the event of failure of the primary source.
10. When diving operations are in progress, warning devices shall be displayed as follows:

- i. Buoys, flags, lights, lamps, or flares to define the limits to be kept clear of by any equipment other than that connected with the diving operation; and
- ii. In navigable water, flags and lights in accordance with the requirements of the Regulatory Authority

## **Warning Signals - Divers Down**

BY DAY: International Code Alpha and/or any locally recognized signal (Divers' red and white flag).

BY NIGHT: Vertical lights in a red-over-white position indicating underwater operations (this is an international code).

1. An effective two-way means of communication between the underwater site and the person in control of equipment that may assist the diving operation must be provided.
2. A lifeline tended from the surface shall be used at all times in diving operations under ice, or where potentially hazardous situations such as water currents, low visibility and adverse weather conditions exist.
3. Dive plan must be posted on all boats in the area.

## **SCUBA Diving**

1. A diver using SCUBA shall limit depth of dives to not exceed 40 meters (130 feet).
2. A diver using SCUBA shall use the buddy system. The buddy system shall consist of two free-swimming divers, each of whom shall:
  - i. Be responsible for the other's safety;
  - ii. Be familiar with the operation of all equipment worn or employed by the buddy and be prepared to correct in case of malfunction;
  - iii. Maintain constant visual contact with the other during the dive (monitor the actions and conditions of the buddy);
  - iv. Know the hand signals being used and acknowledge each signal as given;  
Note: Failure to acknowledge will be considered an emergency
  - v. Not leave the other except in the case of an emergency requiring the assistance of one of them; and
  - vi. Abort the dive immediately if one becomes separated from the other(s) or one of them aborts the dive.  
Note: When it is unsafe to use the buddy system, a lifeline tended at the surface or tethered to an identifiable float located on the surface shall be used and visually monitored from a location that will allow for immediate assistance to be rendered to the submerged diver in the event of an emergency.
3. Each diver employing SCUBA should be equipped with two (2) functioning demand regulators and shall use an octopus rig when diving in excess of 60 feet.



4. Effective two-way communications with the surface (i.e. float, life-line, voice communication, etc.) shall be used when it does not interfere with the operations and at all times during solo diving.
5. No diver shall undertake to dive in a contaminated environment unless the diver's competence to engage in such work is acceptable to the Regulatory Authority.
6. It is the Producer's responsibility to ascertain that the working area is not contaminated.

### **Actors Involved in Underwater Work**

When an actor is required to perform underwater work, it is essential that appropriate safety measures be implemented. A dedicated dive team shall accompany the actor. Warm up vehicles and changing areas shall be immediately available, as well as shower facilities.

It is recommended that medical assessments be made to ensure physical fitness for the rigors of underwater work. Work underwater involves physical and physiological stresses that can rapidly deplete reserves in an individual having a poor physical fitness level. It is necessary, therefore, that all divers have a good to excellent exercise tolerance.

The middle ear, the sinuses and the lungs are air-containing spaces in the body. The pressure in them must be equal to the surrounding pressure in order to prevent tissue damage. This means that the diver cannot be suffering from respiratory infections, cold, flu, etc.

Due to shooting demands and wardrobe restrictions, the risk of hypothermia shall be monitored closely.

## **Guideline No. 29: Working Alone or In Isolation**

This Guideline applies to every workplace where a worker works alone or works in isolation.

### **Risk Identification**

1. When a worker works alone or works in isolation, an employer must identify the risks arising from the conditions and circumstances of the worker's work in consultation with the safety committee at the workplace, the representative at the workplace and the workers at the workplace.
2. An employer must, as far as reasonably practicable, take steps to eliminate or reduce the identified risks to workers working alone or working in isolation.
3. Safe work procedures - an employer must:
  - i. develop and implement safe work procedures to eliminate or reduce the identified risks to workers working alone or working in isolation;
  - ii. train workers in the safe work procedures; and
  - iii. ensure that workers comply with the safe work procedures.
4. The safe work procedures must include establishing an effective system of radio, telephone or cellular phone communication, or other means of effective communication given the risks involved; any of the following:
  - i. a system of regular contact by the employer with the worker working alone or in isolation,
  - ii. limitations on or prohibitions of specified activities,
  - iii. the establishment of training requirements; and
  - iv. where applicable, the provision of emergency supplies for use in travelling or working under conditions of extreme cold or other inclement weather conditions.
5. An employer must post a copy of the safe work procedures in a conspicuous place at the workplace.
6. An employer must review and revise the procedures not less than every three years or sooner if circumstances at a workplace change in a way that poses a risk to the safety or health of a worker working alone or in isolation.

## Guideline No. 30: Bio Hazards – Epidemic or Pandemic Preparedness

The Workplace Safety and Health Act defines “infectious material” as biohazardous infectious material or organisms under the Hazardous Products Regulation.

1. In March 2020 the Manitoba government declared a province-wide State of Emergency to protect the health and safety of all Manitobans and reduce the spread of COVID-19. In the months following, Manitoba Health and the office of the Chief Medical Health Officer issued numerous Public Health Orders which curtailed or severely impacted media production in Manitoba and imposed onerous restrictions on producers.
2. In 2020 the On Screen Manitoba Producer Committee, ACTRA Manitoba, City of Winnipeg Film and Events Office, Film Training Manitoba, DGC Manitoba, IATSE 856, Manitoba Film and Music and the Manitoba Film Liaison, worked together to create a COVID 19 Safety and Health Guide to reduce the risk of contracting and limiting the spread of the infectious disease.
3. The lessons learned in 2020 and 2021 have helped inform this document and ensure the safety and health of everyone working in the industry. This experience also reinforces the need for **Business Continuity Planning** in order for producers to be prepared for future infectious disease outbreaks and strengthen a production's ability to deal appropriately with the unique challenges of the industry.
4. This section is intended to help educate employers, employees, contractors, subjects, volunteers and affiliated officials attending the worksite (including producers, cast, background performers, interview subjects, crew, guests, etc.) about the necessary steps required to mitigate risks and provide a safe working environment for everyone involved in a production.
5. Should a serious infectious disease outbreak or pandemic be foreseen, the employer has significant responsibilities and must make plans for multiple operating scenarios. During a pandemic, productions, studios, locations and supporting businesses may be required to take unprecedented measures to help slow the spread of the illness, including closing or significantly altering operating practices by order of local public health officials.
6. Other measures may be necessary that could impact usual practices on set, on location, in a production office, on other production-related worksites and in the offices of a production company.
7. Employer responsibilities and safety worker requirements are significant, and it is recommended that many of these practices continue and become routine going forward and may include:
  - i. Mandatory self-isolation orders for out of province cast and crew,
  - ii. Adjust the number of people working on the production,
  - iii. Engage a bio hazard specific Safety and Health Supervisor/Officer,
  - iv. Change typical communal food services (buffets) and transportation arrangements,
  - v. Be physical distanced from others,
  - vi. Wear masks and/or face shields,
  - vii. Adjust and monitor the number of people allowed to be in close proximity,
  - viii. Require cast and crew to only be in close proximity for brief time periods,
  - ix. Step up cleaning and hygiene practices that reduce the spread of an infectious disease.
8. When physical distancing and/or mask-wearing is not possible; for example, when applying make-up, fitting costumes, or during performance, then the employer must provide reasonable risk mitigation measures. A pandemic will require the implementation of an unprecedented number of new protocols to ensure the health, safety, and security of all workers.

9. These guidelines, and the best practices depend on a high level of commitment and trust from all employers, employees, contractors, workers, cast (including background performers), subjects, volunteers and affiliated officials attending the worksite.
10. We need to be able to count on each other and hold each other accountable to follow required guidelines and maintain best practices both on and off set. This guide is supplemental to, and is not a replacement for, the requirements stipulated by the Government of Manitoba to reduce the spread of infectious diseases.
11. This is a guide only, and while allegiance to its recommendations are at the discretion of the stakeholders, in all events the requirements of the Government of Manitoba must be adhered to.

# INDEX OF APPENDICES

## Appendix A: First Aid

**Number of first aiders that must be present and qualifications** - The employer must ensure that the minimum number of first aiders, as set out in The Act, are present during working hours at a workplace as follows.

TABLE 1		
	Close Workplace	
Number of workers per shift	Low hazard work	Other work
1 - 10	---	---
11 - 40	1 Basic	1 Intermediate
41 - 100	1 Basic	2 Intermediate
101 - 199	2 Basic	2 Intermediate
200 or more	3 Basic	3 Intermediate
TABLE 2		
	Distant Workplace	
Number of workers per shift	Low hazard work	Other work
1 - 10	---	1 Basic
11 - 40	1 Basic	1 Intermediate
41 - 100	1 Basic	2 Advanced
101 - 199	2 Basic	2 Advanced
200 or more	3 Basic	3 Advanced
TABLE 3		
	Isolated Workplace	
Number of workers per shift	Low hazard work	Other work
1 - 10	1 Basic	1 Intermediate
11 - 40	1 Basic	1 Advanced
41 - 100	2 Basic	2 Advanced
101 - 199	2 Basic	3 Advanced
200 or more	3 Basic	4 Advanced

First Aiders must meet the training curriculum set out in the Canadian Standards Association (CSA), CSA Z1210 - First Aid training for the workplace.

Basic **formerly recognized as First Aider 1 (FA1)**

Intermediate **formerly recognized as First Aider 2 (FA2)**

Advanced **formerly recognized as First Aider 3 (FA3)**

The type and size of first aid kit required for a workplace is determined by the number of workers per shift as well as the level of risk of injury. The likelihood of harm as well as the severity of harm shall be taken into consideration when determining workplace risk level.

First aid kits are required to be in accordance with the Canadian Standards Association, CSA Z1220 – First aid kits for the workplace.

Requirements for First Aid Kits		
Item	Number of Employees	Type of First Aid Kit:
1	2 to 5 (subject to item 5)	A
2	6 or more, where the first aid attendant is required to have at least a basic first aid certificate	B
3	6 or more, where the first aid attendant is required to have at least a standard first aid certificate	C
4	1, detached from the main party in a remote workplace	D
5	1 to 3, travelling by snowmobile or other small vehicle, other than a truck, van or automobile	D
SOR/2000-328, s. 2		

Content of First Aid Kits		Quantity According to Type of First Aid Kit:			
Item	Supplies and Equipment	A	B	C	D
1	Antiseptic swabs (10-pack)	1	1	4	1
2	Scissors: super shears	—	—	1	—
3	Bandages: adhesive strips	12	48	100	6
4	Plastic bags: waterproof, sealable	—	—	2	—
5	Bandages: triangular, 100 cm, folded	2	6	8	1
6	Blankets: emergency, pocket size	1	—	—	—
7	First Aid Kit Container	1	1	1	1
8	Dressings: combination, 12.7 cm x 20.3 cm	—	—	6	—
9	Dressings: compress, 7.5 cm x 12 cm	1	2	—	—
10	Dressings: gauze sterile 10.4 cm x 10.4 cm	4	12	24	2
11	Dressings: gauze, non-sterile 10.4 cm x 10.4 cm	10	40	200	—
12	Forceps: splinter	1	1	1	—
13	Gloves: disposable	4	8	40	—
14	Mouth-to-mouth resuscitation mask with one-way valve	1	1	1	—
15	Record book: First Aid	1	1	1	1
16	Scissors: bandage	1	1	—	—
17	Self-adhering gauze bandage: 7.5 cm x 4.5 m	2	6	24	—
18	Tape: adhesive, 1.2 cm x 4.5 m	—	—	—	1
19	Tape: adhesive, 2.5 cm x 4.5 m	1	2	4	—
	Additional supplies and equipment maintained outside of the kit itself (for remote workplace)				
20	Blankets: bed type	—	—	2	—
21	Splint set	—	1	1	—
22	Stretcher	—	—	1	—
SOR/2000-328, s. 2; SOR/2012-271, s. 4					

## **Appendix B: Flotation Garments**

Whenever there is a risk of drowning, personal flotation devices (PFD's) that meet the Canadian Standards Board (CGSB) standard CAN/CGSB-65.11-M88 are Canadian Coast Guard or Fisheries and Oceans Canada approved and must be worn.

The need for hypothermia protection varies by season. The following explains the primary characteristics of Personal Flotation Devices (PFDs), Life Jackets, Anti-Exposure Work Suits, and Immersion Suits. It is excerpted from information supplied by Mustang Engineered Technical Apparel Corporation, Richmond, British Columbia.

### **Personal Flotation Devices (PFDs)**

A PFD, in its most basic form, is a sleeveless torso vest with a minimum level of buoyancy. It is not a life jacket and, therefore, does not guarantee self-righting or keeping the head clear of the surface in other than calm conditions. It will keep the wearer at the surface and provides a reasonable level of protection for an experienced swimmer in all but rough conditions. Its value to a non-swimmer is limited to reasonably calm conditions where rescue is at hand.

In the basic configuration, it provides no significant hypothermia protection and should not be relied upon for survival in water temperatures lower than about 15 degrees Celsius, unless there is rescue available within about 30 minutes.

### **Life Jackets**

There are three types of life jackets in the Canadian Standards: The Small Vessel Regulation Life Jackets, the Canadian Steamship Regulation Life Jacket, and the SOLAS Life Jacket.

A Life Jacket by definition shall provide an unconscious person self-righting and a guaranteed floating position that allows for breathing. The Canadian life jackets address these characteristics in various degrees; the small vessel life jacket to a limited extent; the standard life jacket for the most part; and the SOLAS life jacket in all respects. Life Jackets provide no hypothermia protection at all. Their advantage over basic PFDs is that they will protect against early drowning much better, particularly in heavy seas. This is important to note because research shows that most victims who drown prior to suffering the effects of hypothermia do so within six minutes of immersion.

### **Anti-Exposure Work Suits**

The anti-exposure work suit has the same minimum buoyancy requirements as a PFD. In practice, however, it tends to have more because of technicalities in the standards. It has good hypothermia protection which shall allow for about two hours survival in 0 degree Celsius water and increasing to about 6 hours in 15 degree Celsius water.

### **Immersion Suits**

Immersion suits provide excellent buoyancy and hypothermia protection. There have been cases of survival in extremely cold water and rough conditions for periods of up to and, in rare cases, greater than 24 hours

## Appendix C: The Bio-Mechanics of Lifting

Most back injuries result from improper lifting. According to the principle of biomechanics, the worst lifting situation occurs when the body is extended over the load: the lower back becomes a fulcrum supporting the weight of the body plus the load. Twisting in this position invites injury. Keep your back upright to shift weight onto the powerful leg muscles and reduce the lever effect.

1. **Get a Firm Footing:** Keep your feet apart for a stable base, point toes out.
2. **Bend Your Knees:** Do not bend at the waist. Keep the principles of leverage in mind at all times.
3. **Tighten Stomach Muscles:** Abdominal muscles support your spine when you lift, offsetting the force of the load. Train Muscle groups to work together.
4. **Lift with Your Legs:** Let the powerful leg muscles do the work of lifting, not your weaker back muscles.
5. **Keep the Load Close:** Do not hold the load away from your body. The closer it is to your spine, the less force it exerts on your back.
6. **Keep Your Back Upright:** Whether lifting or putting down the load, do not add the weight of your body to the load. Avoid twisting: this can cause injury.

Reference:

AMPTP Safety Bulletins



## Appendix D: Adverse Weather Conditions

KNOW THE DIFFERENCE BETWEEN HEAT EXHAUSTION AND SUNSTROKE PRIOR TO ATTEMPTING TREATMENT!

Become familiar with the symptoms of Sunstroke and Heat Exhaustion. The treatment for each of these ailments is different. Knowing the difference could make the difference between life and death.

### HEAT EXHAUSTION

**Symptoms** - the first signs of heat exhaustion are dizziness, weakness, headache, blurred vision, nausea, and staggering. The face becomes pale, there is profuse sweating, the pulse is weak and breathing is shallow. The person may become unconscious.

**Treatment** - when someone shows symptoms of heat exhaustion, immediately remove that person to a place where the air is circulating freely. Make the person lie down and keep him or her warm. If the victim is conscious, add a teaspoon of salt to a pint of cool water and give to the victim in small sips at frequent intervals. If the heat exhaustion symptoms persist, call a doctor.

**Avoiding Heat Exhaustion** - keep in good physical condition and stop to rest often when you begin to feel tired or faint. Increase dietary salt and fluids when working in extremely hot weather. Consult a physician first.

### SUNSTROKE

**Symptoms** - the victim develops a severe headache, the face is red, the skin is hot and dry, there is no sweating, and pulse is strong and very rapid. The person has a high fever (up to 105 degrees).

**Treatment** - get the victim to professional medical treatment as soon as possible. In the meantime, place the individual in the shade. Loosen their clothing and cool the victim with the best means available. If the individual's temperature starts to drop, cover them with a light blanket so that the sudden change in body temperature will not cause shivering or convulsions.

**Avoiding Heat Stroke** - drink water, lemonade or citrus fruit juices. Wear clothing that is light weight, well-ventilated and loose. Replace the body salts lost through perspiration by making sure your salt and fluid intake is adequate.

### HYPOTHERMIA

Hypothermia is a major life threatening emergency which kills up to 900 people each year in North America. Most cases occur in temperatures between -1 and +10 degrees Celsius. It can kill a vigorous, healthy person in less than four hours.

**Symptoms** - a drop in body core temperature results in partial or total loss of consciousness, slowed or arrested respiration, and slowed, irregular and ultimately arrested heartbeat.

**Treatment** - respiration must be ensured by airway maintenance. The arrested heart should be restarted. Replace wet clothing, wrap in blankets, etc. with a companion for extra warmth. The body will attempt to conserve heat by drawing blood away from the extremities and to the body core, to protect the vital organs.

Therefore, DO NOT RUB the extremities or subject the casualty to unnecessary exercise. This would cause the cold blood to flow to the inner body, further reducing core temperature. When exposure to cold has been prolonged and the effects are severe, very little time shall be spent trying to warm the person at the site. Obtain medical aid as quickly as possible.

**Avoiding Hypothermia** - rest well, eat well, wear warm layered clothing. Change out of sweaty clothes because water draws warmth away from the body faster than air. Be alert to wind chill conditions. A one-degree Celsius air temperature (34 F) with a 40 km (25 mph) wind, can be as cold as -14C (+7F) with no wind!

During cold weather, two light wool shirts are better than one heavy one for warmth. Layering is the best way to dress so that as you warm up, you can remove clothing to keep comfortable.

## **THERMAL STRESS**

When a workplace or work process exposes a worker to conditions that may create a risk to the worker's safety or health because of heat or cold, an employer must implement safe work procedures and control measures to ensure that:

1. the threshold limit values for thermal stress established by the ACGIH in its publication, 2019 Threshold Limit Values for Chemical Substances and Physical Agents & Biological Exposure Indices, are followed; and Workplace Safety And Health Regulation 111
2. the worker is provided with information, instruction and training in the symptoms of thermal stress and the precautions to be taken to avoid injury from thermal stress.

**Thermal conditions indoor workplaces** - Subject to subsection 4.12, an employer must establish and maintain thermal conditions, including air temperature, radiant temperature, humidity and air movement, in an indoor workplace that are appropriate to the nature of the work being done.

### **Link to SafeWork Manitoba Heat Stress Tip Card:**

[https://www.safemanitoba.com/Page%20Related%20Documents/resources/TC\\_OutdoorHeatStress\\_14SW\\_MB.pdf](https://www.safemanitoba.com/Page%20Related%20Documents/resources/TC_OutdoorHeatStress_14SW_MB.pdf)

## **FROSTBITE**

**Symptoms** - frostbite leaves firm, cold and white areas on exposed skin. Mild cases may cause peeling/blistering in 24 to 72 hours (similar to mild or severe sunburn). In more serious cases, skin may become blotchy red, swollen and painful on re-warming. The severity of injury is determined by the extent and conditions of exposure.

**Treatment** - shelter the person from extremes of weather. Provide warmth and hot drinks. Loosen tight clothing, boots, etc. Protect damaged areas with warm, dry covering or by applying body heat. DO NOT apply direct heat, cold water or snow. DO NOT rub frozen areas. Obtain medical aid as quickly as possible.

**Avoiding Frostbite** - preventative measures, although obvious, are often ignored. Warm, multi-layered clothing with good hand and foot protection shall be worn. Avoid constricting wrist bands and tight footwear. Warm headgear is particularly important since much heat is lost through the unprotected head. Stay dry. Fatigue, hunger, fear, alcohol and wind chill (among other factors) increase the risk of injury. Watch each other for white spots in rosy cheeks, etc.

## Appendix E: Underwater Stunts and Underwater Film Operations

1. Each diver shall maintain a log book that shall record the following information:
  - i. Type of diving apparatus used;
  - ii. Gas media breathed;
  - iii. Time diver left surface;
  - iv. Bottom time;
  - v. Maximum depth obtained;
  - vi. Time diver left bottom;
  - vii. Time diver reached surface;
  - viii. Surface interval, if a repetitive dive was undertaken;
  - ix. Decompression table and schedule used;
  - x. Date; and
  - xi. Remarks (name of Production, unusual incidents, etc.).
2. As a minimum, each diver shall use the following equipment:
  - i. Open circuit SCUBA, complete with demand regulator and tank with quick-release harness and reserve device or bail-out system;
  - ii. Face mask;
  - iii. Suitable knife;
  - iv. Weight belt with quick-release closure;
  - v. Submersible pressure gauge;
  - vi. Exposure suit or protective clothing appropriate for the condition of work and the temperature of the water;
  - vii. If free swimming, a manually inflatable buoyancy device;
  - viii. Underwater watch for elapsed time indicator;
  - ix. A device for summoning aid and receiving a recall from the surface while submerged; and
  - x. A rescue beacon or strobe when SCUBA diving operations are to be carried out during the hours of darkness.

## **Appendix F: Workplace Safety and Health Policy**

### Workplace Safety and Health Policy

Under the Workplace Safety and Health W210 Section 7.4(5)(a) policy is to be developed if there are 20 or more workers of that employer regularly employed.

This policy provides a statement of the employer's policy with respect to the protection of the safety and health of workers at the workplace.

Manitoba Labour & Regulatory Services publishes a guide, titled the Development of a Safety and Health Program for policy preparation. Contact SAFE Work Manitoba at (204)954-SAFE (7233) for a copy or log onto <http://www.safemanitoba.com/> to download a copy

## **Appendix G: Workplace Safety and Health Program**

What is a program?

A Workplace safety and health program contains the elements that make it possible to realize its policy objectives. Each program will be unique to the company that develops it, but some elements are needed to make them comply with the laws and to meet general health and safety standards.

### **What must a program contain?**

Content of a program (as per the Workplace Safety and Health Act W210 Section 7.4(5);

1. policy
2. identify and control hazards
3. emergencies
4. responsibilities
5. inspections
6. chemical and biological
7. contracted employers
8. training
9. investigations
10. worker involvement
11. evaluations

## Appendix H: Safety and Health Committee

### Safety and Health Committee (SHC)

A committee is established when there are at least 20 of the employer's workers regularly employed or in the case of a seasonal workplace, at least 20 of the employer's workers are involved or are expected to be involved in work and the work is expected to continue for at least 90 days.

There are quite a few duties of the committee. Refer to the Workplace Safety and Health Act W210 Section 40(10).

When such a committee is created:

1. The membership of a committee consists of no less than 4 or more than 12;
2. At least half of the committee members must be persons representing employees not performing management functions;
3. The committee must have two co-chairs, one representing management and one representing non-management interests, unless the members agree to an alternative method of chairing;
4. The committee must meet quarterly, unless the members agree on a different schedule;
5. Employee members on the committee are allowed time off work with pay for committee business; and
6. The committee must create its own rules of procedure.
7. Committee members must be trained to effectively fulfill their duties.

Note: Productions in the screen based industry are unlike typical worksites, they tend to be for short duration and the number of employees on site can vary from day to day. Short duration projects (less than 4 weeks) do not normally require a SHC regardless of the number of employees. Since it is likely that a SHC may never be established it is highly recommended that a safety representative be appointed regardless of the number of employees. Having a safety representative at all times will ensure that hazards, complaints, recommendations, inspections will be dealt with and the lines of communication between the employer and employees regarding the overall improvement of safety and health will continue.

## **Appendix I: Safety and Health Representatives**

### **Safety and Health Representatives**

In workplaces with between 5 – 19 workers and no Joint and Workplace Safety and Health Committee (SHC), a Safety and Health Representative becomes part of the employer's and employee's responsibility and right to participate. The duties of a Safety and Health Representative are similar to those of a Safety and Health Committee, except that records, minutes and other issues that pertain to meetings are not required.

Note: Productions in the screen based industry are unlike typical worksites, they tend to be for short duration and the number of employees on site can vary from day to day. Short duration projects (less than 4 weeks) do not normally require a SHC regardless of the number of employees. Since it is likely that a SHC may never be established it is highly recommended that a safety and health representative be appointed regardless of the number of employees. Having a safety and health representative at all times will ensure that hazards, complaints, recommendations, inspections will be dealt with and the lines of communication between the employer and employees regarding the overall improvement of health and safety will continue.

## **Appendix J: Communication of Information**

### **Communication of Information**

Communication of information is part of the employer's and employees' responsibility and right to know. It is extremely important to workplace safety and health that everyone in the workplace communicates information. Both the employer and the employee must take steps to make sure that everyone has access to the safety and health information that they require. Some of the items noted in the Act which improve good communications are:

1. An employer who receives a written request to respond to a recommendation from a Safety and Health Committee or a Safety and Health Representative must respond within 30 days after receiving the recommendation. The employer must respond in writing to the rep, committee or committee co-chair. It would be expected that SHC's in this industry respond much sooner, considering the nature of the business and the short length of productions;
2. As employer is required to let the Safety and Health Committee or a Safety and Health Representative know about reports on safety and health inspections, monitoring or tests, and, upon request provide the reports;
3. An employer must display where employees can see them the names of everyone on the Safety and Health Committee or the Safety and Health Representative and how to get in touch with them. Whenever a Workplace Safety and Health Committee meeting has been held, the minutes of that meeting have to be displayed;
4. A copy of all Manitoba Workplace Safety and Health Regulations that relate to that workplace must be available so that an employee may read them;
5. A copy of the Act, a telephone number for the Manitoba Workplace Safety and Health Branch, and the workplace Safety and Health policy (where one is required) must be displayed in a place where employees can easily read them; and
6. If an employer receives an order from the Manitoba Workplace Safety and Health Branch and / or a Workplace Safety and Health Officer, the employer must display the order, along with the notice of compliance, and any notice of appeal or appeal decision.



## **Appendix K: Workplace Monitoring**

### **Workplace Monitoring**

Employee representatives have a right to watch workplace health and safety monitoring and/or tests. If the employee asks, the monitoring and testing procedures must be explained so that the employee is able to understand what is going on.

## **Appendix L: Discriminatory Action**

### **Discriminatory Action**

An employer or union cannot take, or threaten to take, action that affects an employee's job because:

1. exercising a right under or carrying out a duty in accordance with the Act or regulations
2. testifying in a proceeding under this Act
3. giving information about workplace conditions affecting the safety, health or welfare of any worker to an employer or person acting on behalf of an employer, a safety and health office, another worker or union representing a worker, a committee or rep
4. performing duties or exercising rights as a member of a committee or rep
5. refusing to do dangerous work
6. taking reasonable action at the workplace to protect the safety or health of another worker
7. complying with this Act or the regulations or code of practice under this Act
8. attempting to have this act or the regulations enforced

## **Appendix M: Complaints**

### **Complaints**

A worker who believes on reasonable grounds that the employer or union has taken discriminatory action against him or her may refer the matter to a Safety and Health Officer.

Upon receipt of a complaint of Discriminatory Action, a Manitoba Workplace Safety and Health Officer will decide whether or not the complaint is valid. If the complaint is found to be valid, then the Officer will issue an order requiring the following:

1. stop the discriminatory action
2. reinstate the worker
3. pay the worker wages the worker would have earned
4. remove any reprimand or other reference
5. the employer may be subject to an Administrative Penalty

If the Manitoba Workplace Safety and Health Officer decides that no discriminatory action was taken against a worker the officer will inform the worker in writing of the reasons for that decision.

## **Appendix N: Manitoba Workplace Safety and Health Branch Inspections and Orders**

A Manitoba Workplace Safety and Health Officer may inspect a business at any reasonable time of the day or night. The Officer may request records, conduct an Investigation, take samples, seize an item or question the employer or employees.

## **Appendix O: Serious Incidents / Accidents**

An employer must notify the Manitoba Workplace Safety and Health Branch when a serious incident occurs at the workplace by the fastest means of communication available. The site of the serious incident shall be preserved.

Definition of Serious Incident - page 96 Part 2 of the Manitoba Regulation 217/2006

- a) in which a worker is killed;
- b) in which a worker suffers (i) an injury resulting from electrical contact, (ii) unconsciousness as the result of a concussion, (iii) a fracture of his or her skull, spine, pelvis, arm, leg, hand or foot, (iv) amputation of an arm, leg, hand, foot, finger or toe, (v) third degree burns, (vi) permanent or temporary loss of sight, (vii) a cut or laceration that requires medical treatment at a hospital as defined in The Health Services Insurance Act, or (viii) asphyxiation or poisoning; or
- c) that involves (i) the collapse or structural failure of a building, structure, crane, hoist, lift, temporary support system or excavation, (ii) an explosion, fire or flood, (iii) an uncontrolled spill or escape of a hazardous substance, or (iv) the failure of an atmosphere-supplying respirator.

## **Appendix P: Appeals**

A person who is directly affected by an order or decision of a Manitoba Workplace Safety and Health Officer may appeal the order or decision. The appeal must be in writing and filed within fourteen days of the order or decision being received.

The appeal process has two levels. The first level is to the Director of the Workplace Safety and Health Branch, who may confirm, vary, revoke or suspend the order or decision. This decision may in turn be appealed by any directly affected party to The Manitoba Labour Board, who may confirm, vary, revoke or suspend the Director's decision. The Manitoba Labour Board's ruling is final. The order of the Manitoba Labour Board may be appealed to the Court of Queen's Bench.

## **Appendix Q: Fire Extinguishers**

### **Fire Protection and Escape**

Ensuring there is adequate fire protection is the responsibility of the employer. The Workplace Safety and Health Act or regulation do not require a fire extinguisher be installed in a vehicle; however, if the employer does install fire extinguishers they are responsible for the employee being trained in how to use one and to be aware of the hazards in fighting vehicle fires.

In regard to the type of fire protection used; if the workplace is a project, the Workplace Safety and Health Act or regulation requires the employer to consider the Manitoba Building Code regulated by the Office of the Fire Commissioner to determine the type of protection needed. If the workplace is in an occupied or enclosed structure the employer is to consider the Manitoba Fire Code. Note: the same references are to be considered for determining the quantity of fire protection.

## **Appendix R: Drinking Water, Sanitation and Accommodation**

### **Drinking Water**

An employer, must ensure that an adequate supply of potable drinking water is available to workers at a workplace unless the water is provided by a drinking fountain.. and the water must meet the standards in “Guidelines for Canadian Drinking Water Quality” 6th edition, 1996.

If there are outlets for drinking and non-drinking water the employer must clearly and appropriately label the outlets. Unless the water is available from a fountain (or any upward jet) the employer will provide individual sanitary cups (paper cups for example) where reasonably practicable.

### **Toilets**

A minimum number of toilets for men and women will be made available depending on the maximum number of each normally at the workplace. Note the regulation outlines toilet requirements for numbers of employees; for example: less than 10 people would require 1 toilet. If the total was mixed gender 1 toilet in a room that can be locked would be acceptable under the Regulations, more than 11but not more than 25, 2 toilets and so on.

The regulation has a number of requirements the facility has to meet including: easy access, adequately ventilated, illuminated and heated,, kept clean, sufficient paper supplies, a waste container, and maintained in working condition. If the facility is a portable unit it has to be emptied and serviced so it does not overflow. The employer is also responsible to make sure the employee has a reasonable chance to use the facilities.

### **Hand Cleaning Facilities**

Where the workplace has running water (plumbing) the Regulations state the employer has to provide a sink (or something similar) in a room with 1 toilet. Extra sinks would be needed where there are more urinals or toilets. Where there is no running water but there are toilet facilities the employer will provide hand cleaning facilities or supplies where reasonably practicable. Where there is a wash basin an employer also has to provide hot and cold running water, soap or another appropriate cleanser, and an adequate amount of sanitary hand drying supplies (paper towels for example).

### **Accommodation**

An employer must ensure that a worker does not eat or drink in a part of the workplace that is or may be contaminated by hazardous substance.

### **Work Clothes and Change Areas**

If due to a hazardous substance coming in contact with the worker’s skin, a work process may create a risk to a worker’s safety or health, an employer must, when reasonably practicable, provide and maintain suitable adequate and clean change and washing facilities.



## Appendix S: Workplace Hazardous Materials Information System (WHMIS)

Part 35 of the Manitoba Regulation 129/2015; 128/2019 – WHMIS; of the Workplace Hazardous Materials Information System Regulations - states an employer must ensure that a worker who works with or may be exposed to a hazardous product in the course of the worker's work activities is educated in respect of:

- i. the content required to be on a supplier label and a workplace label and the purpose and significance of the information contained on those labels;
- ii. the content required to be on a safety data sheet and the purpose and significance of the information contained on a safety data sheet;
- iii. any other form of identification used in the workplace for hazardous products, and the content, purpose and significance of the information conveyed by the form of identification used; and
- iv. how to access or obtain the information in the workplace referenced in clauses (i) to (iii).

For each hazardous product that a worker works with or may be exposed to in the course of their work activities, the employer must ensure that the worker receives training in respect of:

- i. the contents on the safety data sheet and the supplier label or workplace label for the hazardous product, and the significance of that information;
- ii. any further hazard information which the employer is or ought to be aware of respecting the hazardous product;
- iii. the procedures for safely using, storing, handling and disposing of the hazardous product;
- iv. the procedures to be followed if there are fugitive emissions; and
- v. the procedures to be followed in case of an emergency involving the hazardous product.

An employer must ensure that education and training is delivered in a manner that enables workers to protect their safety and health; and workers comply with the education and training when using, storing, handling or disposing of hazardous products.

An employer must ensure that the education and training is developed and implemented in consultation with the committee at the workplace, the representative at the workplace, or if there is no committee or representative, the workers at the workplace.

### Supplier labels

An employer must ensure that a hazardous product, or the container in which a hazardous product is packaged, that is received at the workplace is labelled in accordance with the requirements of the *Hazardous Products Regulations*.

An employer must not remove, deface, modify or alter the supplier label, if any, on a container in which a hazardous product is received in the workplace, as long as any amount of a hazardous product remains.

An employer who receives an unpackaged hazardous product or a hazardous product transported as a bulk shipment at a workplace which does not have a supplier label affixed or attached to it, must affix or attach a label having the information required on a supplier label to the container of the hazardous product or to the hazardous product in the workplace before it is used by a worker.

When an employer produces a hazardous product in a workplace, the employer must ensure that the hazardous product or its container has a workplace label affixed to it.

When a hazardous product is decanted at a workplace into a container other than the container in which it was received from the supplier, an employer must ensure that a workplace label is affixed to the container.

An employer who acquires a hazardous product for use, handling or storage at a workplace must obtain, have on hand and display a Material Safety Data Sheet (MSDS) for the product from the supplier that complies with the requirements of the Hazardous Products Regulations.

A worker that does NOT work with, or near, a controlled product would not need to be trained.

However, caution needs to be exercised because controlled products (including most dangerous chemicals, including generic and household chemicals) are extremely common and it would be a rare for a workplace to have absolutely no controlled products on site.

Some examples of commonly used controlled products are:

- oil based paints;
- bleach drain cleaner;
- some types of liquid paper;
- some pesticides; and
- some window or computer screen cleaners.

Having employees trained in basic WHMIS is an important precautionary step for the health and safety of a workplace. Basic WHMIS training provides knowledge regarding: what WHMIS is, the meaning of WHMIS symbols, and what Material Safety Data Sheets are, the information they contain and where they may be found. The delivery of the training is not specified; i.e. it may be classroom based or computer based, but it shall have some measure for testing the employees understanding of the material.

### **Threshold Limit Values**

Manitoba Regulation 128/2019 Part 36 Chemical and Biological require compliance with the Threshold Limit Values (TLVs) relating to gases, vapours, mists, fumes, smoke, dust, and other chemical substances and physical agents established and maintained by the American Conference of Governmental Industrial Hygienists (ACGIH).

Where an “airborne” hazard is assessed as a workplace hazard, and a TLV has been established by ACGIH, the employer must establish an Occupational Exposure Limit that does not exceed that TLV.

## **Appendix T: PPE – Personal Protective Equipment**

Specifically, this deals with personal protective equipment which addresses hazards to:

- eyes, face or neck,
- head,
- foot or skin,
- respiratory,
- risk of drowning
- noise.

Note: not all PPE is covered by the regulations. For example, part 12 talks about if noise levels exceeds 80dba but doesn't exceed 85 dba the employer must inform the workers and provide him/her with hearing protection. If noise levels exceed 85 dba the employer is to inform the worker of the hazards, provide mandatory hearing protection also a baseline audiometric test.

An employer's general duties in regard to PPE are to ensure that it be adequate to the nature of the task, considering the location and conditions of the workplace and of course the hazards. Also, where PPE is required an employer is expected to ensure employees have the necessary training in the use and care of the equipment and that they wear the equipment in keeping with their training and instruction. An employee has the duty to wear the PPE as required. In addition to ensuring the use and training of PPE the employer also needs to ensure the equipment is maintained by a competent person and tested or visually inspected before each use in accordance to manufacturer's specifications. If equipment is identified as being defective then it is not to be used until it is repaired, or if necessary, replaced.

### **Hazard to Eyes, Face or Neck**

If a person is exposed to a hazard that could irritate or injure the eyes, face or front of the neck then equipment that complies with CSA Standard CAN/CSA Z94.3-02 "Eye and Face Protectors" and CSA Standard Z94.3.1-02 "Protective Eyewear: A User's Guide" will be used. Note this does not apply to a person operating a chain saw who is wearing adequate face protection as a substitute to the requirement in the Standard. The forestry industry most commonly uses a face screen as protection.

### **Hazard to Head**

If a person is exposed to a hazard that could injure the head then equipment that complies with part 6 of the Manitoba Regulation talks about CSA Z94.1-05 "Industrial Protective Headwear – Performance Selection Care and Use" or ANSI Z89.1-2003 America Standard for Industrial Head Protection. " will be used. While it is not cited in the regulations a worker at a construction project site must wear protective headwear that meets the requirements of CSA Standard Z94.1-05 "Industrial Protective Headwear – Performance Selection Care and Use or ANSI Z89.1-2003 America Standard for Industrial Head Protection". Note that "bump caps" are not covered by either standard and therefore would not be allowed. Also headwear that complies with the standard ANSI Type 1 and Type 2 is not allowed as the performance system are not the same.

### **Hazard to Foot and Skin**

Footwear must comply with CSA Standard Z195.1-02 "Guideline on Selection, Care and Use of Protective Footwear" or CAN/CSA Standard Z195-02 Protective Footwear. The standard has three grades of footwear; all have toe protection and may provide additional types of protection - sole, electrical shock, etc. The grades are identified by a coloured triangle and the standard offers some suggested uses for the various grades: Bulletin 102 explains classes of protection

The regulation does not specify the design of the shoe; the potential hazard an employee will face should guide the selection. For example, if there is a hazard of having the foot and ankle caught between two objects then a high boot style is appropriate.

Note: Toe caps are a separate form of protection worn over regular footwear. Toe caps do not meet the standard , protective toe caps would have to meet the CSA Standard.

Hazards to skin may be addressed in a number of ways. The guiding principle shall always be "is the protection adequate to the hazard". Canvas gloves may be appropriate for handling material that could cause scrapes or abrasions, but may not be enough for puncture hazards. For handling caustic or corrosive materials, gloves need to be made of appropriate materials. An apron may also be required for further protection.

The personal protective equipment must meet the requirements of CAN/CSA W117.2-01 (R2006) Safety in Welding, cutting and Allied Processes and is appropriate for the risk.. Protection required would be protective headwear, high visibility safety apparel, hearing protection, eye protection, leg protection, protective footwear, gloves/mitts.

### **Respiratory Hazard**

Employer must ensure that respiratory protecting equipment provided to a worker is appropriate for the risk to which the worker is or may be exposed, selected, used and maintained in accordance with CAN/CSA Z94.4-02 Selection Use and Care of Respirators, fit tested to worker. See Part 6 of Manitoba Regulations 217/2006.

If a self-contained breathing apparatus is needed, the regulations requires the air to comply with or exceed purity standards noted in clause 5.5 of CAN/CSA standard Z180.1-00, "Compressed Breathing Air and Systems. The regulation requires only air used in SCBA's to meet the CSA standard. Compressed air used in airline respirators, sandblasting hoods, etc. is not being addressed here.

### **Drowning Hazard**

If an employee is exposed to falling through ice the employer must provide a personal flotation device that complies with CGSB Standard CAN/CGSB 65.7-2007 "Lifejackets" and CGSB Standard CAN/CGSB 65-GP-14M "Lifejackets, Inherently Buoyant Standard Type". The standard covers PFDs for persons over 41 kg (90 lbs.) and are designed to be worn continuously. There are two types: inherently buoyant (floats on its own); and some inherent buoyancy supplemented by an inflatable device. Approved PFDs will have a label noting, among other items, that it is approved by the Department of Transport, Canada with a corresponding approval number. For persons less than 41 kg employers would need to ensure an appropriate flotation device is used or an alternative means of protection is used.

When a worker is required to work at a place from which the worker could fall and drown, an employer must provide a life jacket, worker complies with Part 14 (fall protection), rescue equipment available, training (See Part 6 of Manitoba Regulation 217-2006)

# INDEX OF SCHEDULES

## Schedule 1 – Using Hand Tools

### SAFE Work Procedure Job Title or task: Using Hand Tools (non power)

<b>Department / Area:</b> Maintenance	<b>Approved By:</b> J. President	<b>Date Created:</b>	<b>Review / Revised date:</b>
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<b>Potential Hazards:</b> <b>Fill in those that apply</b>	<b>Personal protective equipment / devices required / other safety considerations</b>
<b>H M L risk for injury</b> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> Awkward / sustained postures – varies with task <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> Forceful exertions – pushing, gripping, twisting, <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> Repetitive movements <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Vibration <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Compression <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> Sharp points / edges – knives, pliers <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> Pinch points – in tools or against materials <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Materials falling <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Surfaces causing falls <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Moving machinery <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Chemicals <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Biological pathogens <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Electrical <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Extreme heat / cold <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Noise <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Combustibles / flammables <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Other _____	-Gloves if using knives -Safety footwear  <b>Training / Reference information</b>  -Injury prevention orientation -In house training -Tool manuals / instructions
<b>Note:</b> Signs and symptoms of a musculoskeletal injury (MSI) can include pain, burning, swelling, stiffness, numbness/tingling, and/or loss of movement or strength in a body part. Report these to your supervisor.	
<b>Employers must ensure that workers are trained and follow this SAFE Work Procedure</b> <b>Steps to perform this task safely:</b>	
<b>Note: The instructions below are relevant for non powered hand tools including but not limited to screwdrivers, hammers, hand saws, utility knives, cutters, pliers, etc</b>  -Do not use broken tools or tools that have cracks or splits in handles -Only use tools in a manner that they have been designed -Carry sharp tools in their sheath or holster -Keep cutting tools sharp so less effort is required for them to be effective -When using knives, sheaths or shears, keep your other hand or body parts out of the cut line, ensure that there is a barrier between the knife and your body or cut in a direction away from your body -Try to work in neutral positions as often as possible (wrists and back straight, elbows in, reduce back twisting by instead taking small steps to reposition, etc.) and try to avoid overreaching -Take micro breaks or change tasks periodically to reduce repetitive or physically demanding tasks -Keep work areas free of loose tools which could be tripped over and after use, return tools to designated areas	

## Schedule 2 – Using Power Tools

### SAFE Work Procedure Job Title or task: Using Power Hand Tools

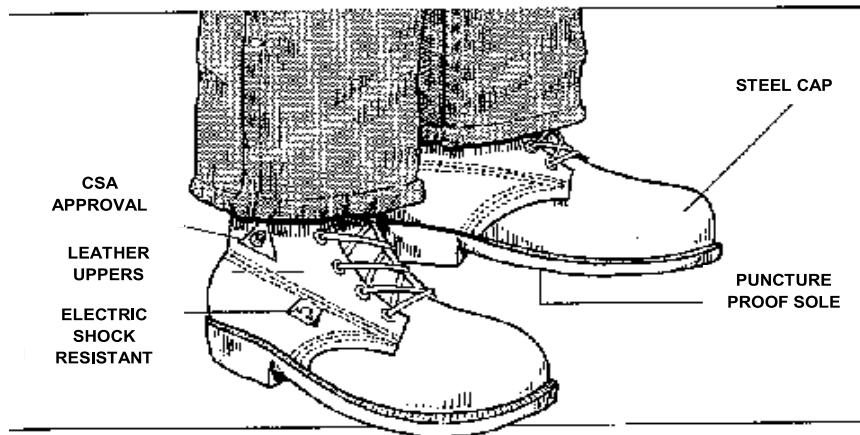
<b>Department / Area:</b> Maintenance	<b>Approved By:</b> J. President	<b>Date Created:</b>	<b>Review / Revised date:</b>
<b>Potential Hazards:</b> <b>Fill in those that apply</b> <b>H M L risk for injury</b> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> Awkward / sustained postures <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> Forceful exertions – forcing the tool <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> Repetitive movements <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> Vibration <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Compression <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> Sharp points/edges, saw blades, bits, discs <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Pinch points <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Falling material <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Surfaces causing falls <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Moving machinery <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> Chemicals - dust <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Biological pathogens <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> Electrical – discharge if defective cord <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Extreme heat / cold <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> Noise – loud tools		<b>Personal protective equipment / devices required / other safety considerations</b> -Gloves if using blades or sharp objects -Safety footwear -Eye protection -Hearing protection -Secure loose clothing, hair, draw strings from hoods etc. that could become entangled in tool  <b>Training / Reference information</b> -Injury prevention orientation -In house training -Operating manuals	
<b>Note:</b> Signs of a musculoskeletal injury (MSI) can include pain, burning, swelling, stiffness, numbness/tingling, and/or loss of movement or strength in a body part. Report these to a supervisor.			
<b>Employers must ensure that workers are trained and follow this SAFE Work Procedure</b> <b>Steps to perform this task safely:</b> <b>Note: the instructions below are relevant for handheld power tools including but not limited to drills, circular saws, jig saws, reciprocating saws, hand sanders, belt sanders and grinders</b> -Only use power tools in a manner specified by the operational instructions and in dry environments -Do not use broken power tools, ones that have cracks or splits in them, or tools that have had guards removed -Do not force the power tool. This can make the tool less effective, damage it, or could make the tool slip. Ensure the cutting blade, disc/belt, bit, etc. is correct for the application and is in good condition -For repetitive or long lasting tasks, take micro breaks or change tasks or positions to reduce stress on the same muscles -Try to work in neutral positions as often as possible (wrists and back straight, elbows in, reduce back twisting by instead taking small steps to reposition, etc.) and try to avoid overreaching -Use both hands to use the power tool if it has been designed this way -Keep work areas free of loose tools which could be tripped over and after use, return tools to designated areas and keep them unplugged -Wear eye protection when cutting with power saws, drilling or grinding. Direct sparks, chips etc. away from you and others -Always keep your second hand (for one handed tools) and other body parts clear of the cutting, drilling, or grinding path of the power tool -Try to use power tools where there is adequate ventilation to remove dust. If this is not possible, use a dust mask -Use clamps or other practical way to secure and support piece(s) to a stable platform before working on it. Holding pieces or items with only your hand or against your body leaves it unstable and may lead to loss of control and serious injury. -De-energize the tool once you are finished using it and before changing, bits, blades, discs, belts etc. Let the tool cool before touching the blade, bit etc. to change it			

## Schedule 3 – Protective Footwear



No. 102

### Protective Footwear



#### Potential hazard:

Workers exposed to hazards such as falling objects, sharp objects, moving machinery, electrical contact, abrasives, and similar circumstances may be at risk of a foot injury.

#### How to control the hazard:

Protective footwear (safety shoes or boots) must be worn by all workers who may be exposed to the risk of a foot injury.

- There are many types and styles of protective footwear available and *it is very important to choose the right type of protective footwear for the job*. It is also important to get the right fit so the footwear is comfortable.
- The Canadian Standards Association (CSA) has specific design and testing requirements for protective footwear. The CSA's Guideline helps employers and footwear users to choose the proper footwear for their work environment and specific job functions (see next page). The CSA logo is only applied to footwear that meets the performance criteria.
- Protective footwear is manufactured as grade 1 or 2 type, depending on the strength of the protective toe cap. The footwear is marked accordingly and may also have sole puncture protection and electrical shock resistance. **(Only safety footwear identified as meeting the standard as shown on the next page can be considered proper protective footwear.)**

(see next page)

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