



A newsletter by the Employers' Advisers Office, Ministry of Jobs, Tourism and Skills Training and Responsible for Labour, B.C. Government.  
The Employers' Advisers Office provides advice, assistance, representation and training on all aspects of workers' compensation.

To subscribe/unsubscribe, call 1-800-925-2233 or email [EAO@eao-bc.org](mailto:EAO@eao-bc.org)

EAO Website: [www.gov.bc.ca/employersadvisers](http://www.gov.bc.ca/employersadvisers)

### Did you know?

#### Discriminatory Action

Making any decision adverse to a worker's employment after that worker has raised a health and safety issue, such as bullying and harassment or reporting an injury, may lead to a costly **discriminatory action complaint**.

Keep WorkSafeBC matters in mind prior to making a labour relations decision and contact our office for assistance in preventing and/or managing a discriminatory action complaint!

### EAO Public Speaking Engagements



On October 19, two representatives of the EAO spoke at the Workers' Compensation Law Update presented by Continuing Legal Education BC, regarding developments in discriminatory actions and mental disorder claims. Our Executive Director also presented the discriminatory action update at a recent Employers' Forum meeting in Vancouver. For more information about these topics, please contact our office.



### EAO Welcomes Two New Advisers!

Robin Kierstead has joined our Kamloops Office, and Monica Grewal is our newest adviser in Richmond. The EAO now has 21 advisers in the province to assist you!

### The EAO Wishes You a Safe & Happy Holiday Season!!

Here are a few winter safety tips for you and your workers:

- Prepare for [winter driving](#)
- Safe [ladder use](#)
- [Cold stress](#)

### Prevention:



- Exposure to **asbestos** can cause long-term health issues and sometimes death. Click [here](#) to find information from WorkSafeBC as to how workers are exposed, how to reduce the risks, and some helpful resources.
- **Silica** is the most common hazard on a work site. WorkSafeBC has helpful resources to help you address this hazard at your work place. Find them [here](#).

### Claims:

WorkSafeBC is proposing amendments to its policy regarding **measurement of earnings loss** for permanent disability awards. The [Discussion Paper](#) examines the current use of a cost of living adjustment factor when comparing pre- and post-injury earnings to determine a worker's loss as of the date of injury. Proposed amendments could lead to increased costs to the workers' compensation system. Submissions are due January 6, 2017.

### Insurance - Registration:

Are you or someone you know having difficulties getting registered for workers' compensation coverage as an independent contractor? Because workers are not allowed to register, WorkSafeBC considers a number of factors to establish that an applicant is truly independent before allowing registration. Contact our office to learn more!