

PART 4

GENERAL WORKPLACE REQUIREMENTS

Air quality and ventilation

4.1 An employer must, as much as is reasonably practicable, ensure that

(a) a workplace has appropriate air quality and is adequately ventilated; and

(b) contaminants and impurities are prevented from accumulating in the air at a workplace.

Mechanical ventilation

4.2 When an employer or an owner provides a mechanical ventilation system at a workplace, the employer or owner must ensure that

(a) it is designed and installed in accordance with the requirements of

(i) the *Manitoba Building Code*, and

(ii) any applicable municipal code, standard or by-law;

(b) it provides sufficient amounts of air to replace the air it exhausts from the workplace;

(c) it, and any associated humidification equipment, is inspected and maintained by a competent person at a frequency that is sufficient to

(i) protect the safety and health of workers, and

(ii) minimize the growth of biological contaminants and their dissemination through the system; and

(d) its ventilation openings are kept free of obstructions and sources of contamination.

Air cleaning systems

4.3 An employer and an owner must ensure that any mechanical ventilation system designed to recirculate air in the workplace removes particulate and gaseous contaminants through an air cleaning system that is designed, installed and maintained to protect the safety and health of workers.

Arrangement of work areas

4.4 When there is a risk to the safety or health of a worker because of

vehicular traffic or the nature of the work performed in the workplace, an employer must ensure that

(a) work areas are arranged to allow for the safe movement of persons, equipment and materials; and

(b) aisle or walkway routes designated for pedestrian traffic are clearly indicated by conspicuous markings or other effective means.

Slipping and tripping hazards

4.5(1) An employer must ensure that floors, platforms, walkways, ramps and stairs available for use by a worker are maintained in a state of good repair and kept free of slipping and tripping hazards.

4.5(2) If it would be unsafe or hazardous for a worker to use an area described in subsection (1), the employer must

(a) take reasonable steps to prevent the area from being entered or used; and

(b) post a conspicuous sign at or near the area clearly indicating that it is not to be used.

Drinking water

4.6(1) An employer must ensure that an adequate supply of potable drinking water is available to workers at a workplace.

4.6(2) Unless water is provided by a drinking fountain, an employer must ensure that an adequate supply of single-use, sanitary drinking cups is located by each supply of drinking water.

4.6(3) When it is necessary to identify the supply of drinking water, an employer must ensure that the supply has a prominent label that clearly indicates it contains drinking water.

Number of toilet facilities and washbasins

4.7 Subject to the provisions of the *Manitoba Building Code*, an employer must ensure that a workplace has the number of toilets and washbasins in separate facilities for each sex as provided in the following table.

4.8

Table		
# of Workers of the Gender	Minimum # of Toilets for that Gender	Minimum # of Washbasins for that Gender
1 - 10	1	1
11 - 25	2	2
26 - 50	3	3
51 - 75	4	4
76 - 100	5	5
Over 100	6, plus an additional one for each additional 30 workers	6, plus an additional one for each additional 30 workers

Toilet facilities

4.8(1) Despite section 4.7, a workplace may have one toilet facility for the use of both sexes if

(a) the total number of workers present at the workplace at one time is never more than 10; and

(b) the door to the toilet facility can be locked from the inside.

4.8(2) If two or more toilets are required for men, an employer may substitute not more than half of the toilets with stall urinals.

4.8(3) An employer must ensure that each toilet facility at a workplace

(a) has a legible sign posted on or near the door leading to each facility, which denotes the sex of those entitled to use a toilet facility;

- (b) is used only as a toilet facility;
- (c) is kept free from obstacles or obstructions;
- (d) is kept clean, sanitary and in good working order;
- (e) is supplied with
 - (i) toilet tissue at each toilet at all times,
 - (ii) easily cleanable containers for waste materials, and
 - (iii) a covered disposal container for feminine hygiene products near each toilet used by women;
- (f) except for a urinal, is equipped with an individual compartment and a door that can be locked from the inside; and
- (g) is adequately heated, illuminated and ventilated.

4.8(4) An employer must not place unreasonable restrictions on a worker's use of or access to toilet facilities at a workplace.

Hand washing facilities

4.9(1) An employer may substitute circular wash fountains for washbasins required by section 4.7 on the basis that each 500 mm of the fountain's circumference is equivalent to one washbasin.

4.9(2) An employer must ensure that a washbasin

- (a) is located in close proximity to each toilet;
- (b) has a supply of clean hot and cold water;
- (c) is supplied with soap and individual disposable clean towels or other suitable means of cleaning and drying hands; and
- (d) is kept clean, sanitary and operational.

Hand cleaning facilities at construction project site

4.10 If it is not reasonably practicable to provide washbasins at a construction project site, an employer and prime contractor must ensure that alternative adequate washing facilities are provided, such as waterless hand cleaners, hand sanitizers, clean water, soap and towels or other suitable

facilities.

Change and washing facilities

4.11 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.

Thermal stress

4.12 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

(a) the threshold limit values for thermal stress established by the ACGIH in its publication, *Threshold Limit Value for Chemical Substances and Physical Agents and Biological Indices*, are followed; and

(b) 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 X indoor workplaces

4.13 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.

Lighting

4.14 An employer must ensure that

(a) a workplace is equipped with

(i) sufficient lighting to allow a worker to perform his or her job safely, and

(ii) adequate emergency lighting that operates if the regular lighting system fails and provides sufficient lighting to enable workers to do the following:

(A) perform necessary emergency shut-down procedures,

(B) leave the workplace safely,

(C) restore the regular lighting system; and

(b) all parts of a workplace where a worker passes have illumination of at least five decalux.

Eating prohibited in contaminated area

4.15 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.