



# Occupational Health + Safety

**Steve Eichler**

400 - 444 7 AVE SW  
 Calgary, AB T2P 0X8  
**T** 403-260-8550  
**F** 403-264-7084  
[seichler@fieldlaw.com](mailto:seichler@fieldlaw.com)

**Derek Cranna**

2500 - 10175 101 ST NW  
 Edmonton, AB T5J 0H3  
**T** 780-423-7665  
**F** 780-428-9329  
[dcranna@fieldlaw.com](mailto:dcranna@fieldlaw.com)

## Overview

Field Law’s approach to workplace safety is clear. While we are familiar with the "due diligence defence" to allegations of safety offenses, we believe that a prophylactic approach is necessary. Due diligence must be kept top of mind when designing a safety program. In addition, it must always be remembered that documentation and training materials mean nothing if their core message and elements are not successfully transmitted to, and understood by, those who need it most, the workers and supervisors on the ground.

We advise clients concerning Occupational Health and Safety (OHS) compliance, represent clients during workplace health and safety investigations and defend clients in the event of prosecution.

In addition to their already arduous obligations regarding workplace health and safety, employers must now add the new and uncharted hazards of cannabis in the workplace. Canada’s changing [cannabis laws](#), along with existing legislation for medical use, make for a complicated legal landscape in the employment context. How is an employer to fulfill human rights obligations while still adhering to strenuous and costly OHS obligations when the list of permitted impairing substances is increasing? Field lawyers are available to help you understand these legal changes and provide cost-effective, real life and useful policies and procedures to meet the changing demands on employers under the new OHS legislative regime and changing cannabis laws.

Our Occupational Health and Safety team also offers the following comprehensive services:

**24-hour Emergency Response Service:** The most critical time for a company suffering a serious workplace accident is the first few hours immediately after the accident. The consequences to the reputation of the company or individuals can be serious and long lasting. Our toll-free 24-hour Emergency Response Number (1-866-WORK-911) ensures you real assistance to deal with the maze of real issues that arise after a serious workplace accident.

**Defence Service:** Our OHS Group provides defence services to clients charged with regulatory and criminal offences following a workplace accident or near miss.

**Due Diligence Program:** Our Due Diligence Program is designed to prevent accidents and protect against prosecution. We work together with our clients, safety specialists and consultants to develop a custom designed safety program for our clients.

**OHS Compliance Service:** Our OHS Group also provides assistance to clients experiencing difficulty with compliance issues under OHS legislation. We can assist when OHS officials have given directions or order, appeals and exemption and in cases of work refusal due to

## Industries

- Construction
- Education
- Energy + Environment
- Mining + Minerals
- Transportation

## Services

- Construction
- Labour + Employment
- Workplace Human Rights

dangerous work. We advise clients concerning OHS compliance. represent clients during workplace health and safety investigations and defend clients in the event of prosecution.

Stay up-to-date with Occupational Health and Safety (OHS) with our Labour + Employment publications, seminars and events. Click [here](#) to sign up to receive these online publications and invitations.

## People

Steve Eichler,  
Executive Committee  
Member  
Partner  
Calgary  
[seichler@fieldlaw.com](mailto:seichler@fieldlaw.com)

Derek Cranna, QC,  
Executive Committee  
Member  
Partner  
Edmonton  
[dcranna@fieldlaw.com](mailto:dcranna@fieldlaw.com)

Sharon Roberts  
Partner  
Edmonton  
[sroberts@fieldlaw.com](mailto:sroberts@fieldlaw.com)

Jason Harley  
Lawyer  
Edmonton  
[jharley@fieldlaw.com](mailto:jharley@fieldlaw.com)

Connor Malone,  
Lawyer  
Edmonton  
[cmalone@fieldlaw.com](mailto:cmalone@fieldlaw.com)

Kimberly Precht  
Lawyer  
Edmonton  
[kprecht@fieldlaw.com](mailto:kprecht@fieldlaw.com)

Taylor Woolsey  
Lawyer  
Calgary  
[twoolsey@fieldlaw.com](mailto:twoolsey@fieldlaw.com)

## News + Views + Events

**February 24 + March 10**

**2020 - A Year in Review Webinar Series**

**December 17, 2020**

**The Old is New, Again? Bill 47 and Psychological Health + Safety**

**May 2020 - 2 min read**

**Employees are Afraid to Return to Work. Now What?**

**May 13, 2020**

**We said "Back to work!" They said "We refuse!" Now what?**

**May 12, 2020**

**CPHR Alberta Webinar Series: HR Pandemic Essentials - Part 2**

## Testimonials

*"Snap-on Tools of Canada Ltd. has had a long term relationship with Field Law. We have and continue to appreciate their legal advice and representation. We have used Field Law to provide expert legal and management advice in a wide range of matters dealing with Industrial Relations, unionization drives, employment, Health and Safety, and Harassment Investigations. In all cases, Field Law provided excellent legal and in many cases very practical implementations. Snap-on Tools of Canada Ltd. values our long term relationship and the quality of the services provided."*

Cal Balcom  
Director, Human Resources  
Snap-on Tools of Canada Ltd.

*"When it comes to OHS legal matters, Steve Eichler is my number one contact! I can count on him to provide accurate interpretations, realistic assessments and practical approaches to OHS legal compliance. Steve is also entertaining and enlightening speaker on OHS legal issues."*

Gene Marie Shematek MSc(A), CIH, ROH  
President  
GMS & Associates, Ltd.

*"Carma Developers LP safety department has had a long term relationship with Field Law. We have and continue to appreciate their legal advice. We have used Field Law to provide expert legal advice relating to Alberta OHS legal issues and concerns, and to provide a comprehensive review of our safety manual. We look forward to continuing our relationship with Field as our "go to guy" when we have legal questions or concerns."*

John Tucker CRSP, CHSEP, NCSO  
Safety Manager  
Carma Developers LP