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UBCP/ACTRA COVID-19 FAQs – SAFETY ON SETS

What are the industry protocols for keeping us safe at work during the Covid-19 pandemic?

- WorkSafeBC has developed a set of guidelines specifically for the Motion Picture Production industry: [Motion Picture and Television Production: Protocols for returning to Operation](#).
- WorkSafeBC requires all productions to have a [COVID-19 Safety Plan](#) to keep everyone safe.
- WorkSafeBC – Covid-19 Information for Workers – [CLICK HERE](#)
- The [BC Motion Picture Industry COVID-19 Pandemic Production Guide](#), was created by film industry stakeholders. It is full of industry guidelines and best practices for all departments, to assist employers creating their Covid-19 Safety Plans.
- UBCP/ACTRA Best Practices Guidelines for Voice Recording Productions: [CLICK HERE](#)
- [Actsafes's COVID-19 Safety Procedures Course](#) - This FREE online course provides a general overview for workers in British Columbia's arts and entertainment production industries on how to minimize the risk of exposure to COVID-19 on their worksites.

How will I be informed of Covid-19 health and safety measures in the workplace?

- All workers have the [right to know](#) about the hazards in their workplace.
- Productions are required to inform you of their protocols in their COVID-19 Safety Plan and provide you with the appropriate training to help keep you and your co-workers safe. Such training should cover topics such as COVID19 symptoms, what to do if you or someone else feels unwell at work, personal hygiene, physical distancing requirements, and how your tasks and activities will be impacted by the health and safety measures.
- You should receive details of a productions Covid-19 Safety plan and their protocols prior working on set, so you are informed.
- Your supervisor on set (either a Background Coordinator, Stunt Coordinator, Assistant Director) or possibly a designated Covid-19 Safety Coordinator should be able to answer questions or concerns that you may have about the protocols in the Safety Plan.

What if I refuse to follow the safety measures required by the Production?

- You are legally obligated to follow all orders issued by the Provincial Health Officer, and as a worker, you also have [responsibilities under WorkSafeBC](#) to follow the employer's procedures and instructions relating to health and safety in the workplace. Everyone has a role to play in ensuring a safe work environment.
- However, if you are concerned that a specific measure is contrary to UBCP/ACTRA's agreements or your rights under the Human Rights Code, raise your concerns with production, your agent, or contact UBCP/ACTRA – 604-689-0727. Ask to speak with the Union Rep for the Production. For non-urgent issues you can also use: report.it@ubcpactra.ca

How do I resolve any health and safety concerns that I may have about my workplace?

- Every worker in B.C. has the right to a healthy and safe workplace and production is responsible for providing that safe work environment for all workers. As such, your supervisor (either an Assistant Director, Background Coordinator, or Stunt Coordinator) should be your first point of contact for reporting health and safety concerns.
- You can also raise questions or concerns to the Production's Joint Health and Safety Committee or call the Anonymous Safety Hotline found on the call sheet, which will then make recommendations to the employer.
- If your concerns go unaddressed, please notify the union right away: report.it@ubcpactra.ca

Can I refuse to work if I think a production isn't upholding their safety protocols for Covid-19?

- Yes, workers have the [Right to Refuse Unsafe Work](#) if they believe that it presents an undue hazard. An undue hazard is an "unwarranted, inappropriate, excessive, or disproportionate" risk, above and beyond the potential exposure a general member of the public would face through regular, day-to-day activity. In the context of COVID-19, an "undue hazard" is considered to be a job or task that places you at a higher risk of exposure without adequate controls being in place to protect you from that exposure. To exercise your Right to Refuse Unsafe Work, you must follow the work refusal process that is outlined in [Section 3.12 of the Occupational Health & Safety Regulation](#).

What's the best way to contact UBCP/ACTRA if my safety concerns are not addressed:

- **Call during office hours: (604) 689-0727.** Ask to speak with the Union Rep for the Production.
- **For non-urgent issues email 24/7: report.it@ubcpactra.ca**
 - You may report non-urgent issues anonymously through this email.
 - You will immediately receive an automatic reply containing details on how to report your issue to production, relevant contact information and other helpful resources.