

Part 4.7 to 4.11 Toilet and Washing Facilities in the Workplace

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.

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;



Safety in Numbers – Toilets and Washing Facilities

- (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 conditions — 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.

Note: Section 4.12 deals with thermal stress such as heat stress such as in foundries and cold stress found in refrigerated workplaces and outdoor work.

Temperature

Most legislation asks for appropriate temperature because many industrial conditions give off significant heat or require cool conditions. For a washroom or change room, consideration should be given to the fact that individual may be partially clothed. In Ontario, the legislation specifies a minimum temperature of 18 deg C. However, office temperature limits of 20-26 deg C would be more appropriate for a washroom or changeroom.

Protective clothing (and Change Rooms)

6.9(1) If a work process may create a risk to the safety or health of a worker from contamination of the worker's skin or clothing by a hazardous substance, an employer must:

(a) provide the worker with protective clothing appropriate for the risk; and

(b) launder or dispose of the protective clothing on a regular basis.

6.9(2) If an employer is required to provide protective clothing under subsection (1), the employer must provide a place to store the worker's street clothing that is separate from the place where the worker's personal protective clothing is stored.