

**Alberta WCB
Policies &
Information**

Chapter:

WORK-RELATEDNESS

Subject:

**ARISES OUT OF AND OCCURS IN THE COURSE
OF EMPLOYMENT**

Authorization:

BoD Resolution 96/10/53

Date:

November 27, 1996

APPLICATION 2: TIME AND PLACE

1. *What is the relationship between employment hazard and time and place?*

The two conditions are very closely linked, but are not identical. Employment hazard deals with how the injury occurs, while time and place considers when and where.

For example, a worker at an employer-provided campsite falls and is hurt when a railing gives way. The broken railing is a hazard of the premises and therefore an employment hazard; however, WCB must also consider why the worker was at the campsite at that time, and if the reason is consistent with the worker's employment.

2. *What factors are considered when determining whether the time and place of injury are consistent with employment?*

The following factors may be considered, together with any other facts relevant to a specific claim:

- did the injury occur on the employer's premises?
- was the worker in the process of doing something for the benefit of the employer?
- did it occur during a time period for which the worker was being paid?
- was the worker in that time and place for employment reasons (for example, in a hotel because of an overnight business trip)?
- did it occur in the course of using equipment or materials supplied by the employer?

Compensation coverage generally begins when the worker enters the employer's premises to start the work shift, and terminates on the worker leaving the premises at the end of the shift. Coverage may begin with the journey to

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Factors (continued)

work if travelling is required as a condition of employment (see Application 3, Travel). Coverage may also be extended beyond normal work hours to workers who are staying in residential facilities such as bunkhouses or campsites.

3. What is included in the term “employer’s premises”?

“Employer’s premises” includes buildings or property (such as parking lots, sidewalks) owned or leased by the employer and any work site where the employer is conducting business.

4. Are workers covered while entering the employer’s premises through property not owned by the employer?

Workers are entitled to safe entry and exit to and from the work site. Injuries occurring while entering or exiting the premises for employment purposes may be covered if a hazard of the premises contributed to the injury. Coverage is therefore extended to include:

- common areas and hallways en route to the employer’s place of business in shared premises
- attached or adjacent parking lots owned, operated, or leased by the employer
- remote parking lots, provided the employer has arranged parking privileges there for the worker

In these cases, coverage is extended if the worker is making reasonable and permitted use of the access route, and the accident results from a hazard of the route. For example, if a worker trips on loose carpet in the public hallway while exiting the employer’s office, coverage is granted as the hallway is considered to be a common area.

Workers are not generally covered when crossing other public property that separates detached parking lots and the employer’s premises.

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5. *Are injuries that occurred during coffee or lunch breaks compensable?*

When a worker sustains an injury during a lunch hour, coffee break, or other similar period, the injury is compensable provided:

- the injury occurs while the worker is making reasonable and proper use of a facility provided by the employer, **and**
- the injury arises from a hazard of the facility.

This also applies to workers at construction or similar sites while taking lunch or coffee breaks on site, and includes hazards inherent to the site, such as trenches or excavations.

Unless there are special circumstances, workers are not covered if they, on their own initiative, choose to leave the employer's premises to eat or perform other personal errands.

6. *When is this policy application effective?*

This policy application (Application 2 – Time and Place) is effective February 15, 1997, except when noted otherwise in a specific policy section(s).

Previous versions

- [Policy 0201 Part II - August 2015](#)
- [Policy 0201 Part II - January 2004](#)
- [Policy 0201 Part II - January 2002](#)
- [Policy 0201 Part II \(consolidated manual 1st Issue\) - February 1997](#)