

RIGHT TO REFUSE DANGEROUS WORK PROCEDURES TO FOLLOW & INVESTIGATION OF WORK REFUSAL

Under the Manitoba Workplace Safety and Health Act 43(1) employees can refuse to do work when he or she has reasonable grounds to believe that the work is dangerous to themselves or others.

The Act reads:

Right to refuse dangerous work

43(1) Subject to this section, a worker may refuse to work or do particular work at a workplace if he or she believes on reasonable grounds that the work constitutes a danger to his or her safety or health or the safety or health of another worker or another person.

The Seven Oaks School Division does not want employees or any other person in our buildings or on our grounds doing work that may be dangerous to themselves or others. Supervisors are responsible to ensure that dangerous work does not take place. Should an employee or individual have reasonable grounds to believe that they have been assigned dangerous work they should contact their supervisor and follow our **Dangerous Work Refusal Procedure**.

Proper investigation and documentation of work refusals are crucial to resolving the refusal and correcting any circumstances that led to the refusal.

- Sufficient steps must be taken to satisfy the worker that the condition of work is safe and healthy or;
- The Workplace Safety and Health Committee has investigated the matter and advised the worker otherwise.

When a right to refuse has been reported, the supervisor must fill out our Work Refusal Report and distribute it to its distribution list.