

DANGEROUS WORK REFUSAL PROCEDURE

The Workplace Safety and Health Act gives employees the right to refuse to work at a workplace where the employee has reasonable grounds to believe that the work is dangerous to the safety or health of that employee, a co-worker or any other person.

- Where an employee exercises this right, believing that the work is dangerous, the employee must immediately report the refusal and the reasons for it to the supervisor or other person in charge of the workplace.
- The supervisor shall immediately inspect the workplace in the presence of the worker and take any action necessary to remedy any dangerous condition, should the worker not be satisfied with those results then . . .
- The person who receives the report, or his or her designate, the refusing employee (accompanied by a representative if the employee chooses) and the worker and management co-chairs of the Safety and Health Steering Committee will make an immediate inspection of the workplace to identify the action to be taken to remedy the dangerous condition.
- If the condition is not remedied following this inspection, anyone who participated in the inspection may notify a Safety and Health Officer of the refusal, which must then be investigated, adjudicated and resolved in accordance with the provisions of the Workplace Safety and Health Act.
- An employee may refuse to perform work and will not be subject to discipline as long as the employee has reasonable grounds to believe that the particular work is dangerous to their own safety or health or that of a co-worker.
- The employee may be assigned to alternative duties which the employee is capable of and has been trained to perform.
- The work which was the subject of the refusal can be assigned to another person only if that person is informed of the refusal situation and the reasons for it and is trained to perform the task.