

Workers Have the Right to Refuse Dangerous Work

(under Alberta's Occupational Health and Safety Act, Section 31)

HOW DOES IT WORK?

Revised January 2020

1 You have been asked to do something that you believe is dangerous to yourself or others.

2 You refuse to do the job because it is not safe, and report to your supervisor, employer or other designated person.

3 If the supervisor does not fix the danger immediately then they must:

- Inspect the danger with you and either:
 - a. the Joint Worksite Health and Safety Committee (HSC) co-chair or member representing workers, or
 - b. the Health and Safety Representative (HS Rep), or
 - c. another worker selected by you if (a) or (b) is not possible.
- Take action to fix the danger.
- Write a report of the work refusal, inspection, and actions taken. They must also give you a copy.

The supervisor might send you to do another job for a short time. You cannot lose pay.

If you still believe you are in danger, you can continue to refuse and go to Step 4.

4 You can file a complaint with the Alberta Government's Occupational Health and Safety (OHS) Contact Centre.

Tel. 780-415-8690 (Edmonton) or Toll Free 1-866-415-8690

You may phone the OHS Contact Centre at any time during the Refusal process. Your call is confidential.

You cannot be fired for using your right to refuse dangerous work

If you are disciplined for using your Health and Safety rights, you can file a Discriminatory Action Complaint through Alberta's OHS Contact Centre [see *info* at bottom of page]

NEW!

Does your workplace have an **HSC** or **HS Rep**?

HSC

A joint Health and Safety Committee is required by employers who have 20 or more workers*. A site-specific HSC is required for work sites with multiple employers that have 20 or more workers*. An HSC is made up of a worker and an employer co-chair, and at least 2 other members. At least half of the committee must be chosen by and made up of workers.

HS Rep

A Health and Safety Representative is required by employers who have 5-19 workers*. A site-specific HS Rep is required for work sites with multiple employers that have 5-19 workers*. The HS Rep is a worker who is chosen by other workers.

* FOR PROJECTS THAT ARE EXPECTED TO LAST 90 DAYS OR MORE



ALBERTA WORKERS' HEALTH CENTRE

Information, Education and Empowerment for Workers

Phone: 780-486-9009
Toll-Free: 1-888-729-4879

www.workershealthcentre.ca



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