

Workers Have 4 Basic Health and Safety Rights

WHAT ARE YOUR RIGHTS?

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1 Right to Know

Your employer must tell you about your health and safety rights. They must identify hazards at work, and give you the training, instruction, supervision and equipment you need to work safely.

2 Right to Participate

You have the right to be involved in your own health and safety, and your co-workers' health and safety. This can include becoming the Health and Safety Representative (HS Rep) at your workplace, or a member of your joint worksite Health and Safety Committee (HSC).

3 Right to Refuse Dangerous Work

You have the right to refuse work you believe poses a serious and immediate threat (undue hazard) to yourself or others.

4 Right to Be Free from Reprisal

You can't be disciplined or punished for using your workplace rights. If you are, you have the right to file a Disciplinary Action Complaint (DAC) through Alberta's OHS Contact Centre (see below). If you belong to a union, you can file a complaint through your union's grievance procedure.

Most workers in Alberta are covered under Alberta's Occupational Health and Safety Act, Regulation and Code.

Some workers are Federally regulated, and their Health and Safety rights are covered under the Canada Labour Code Part II.

Workers belonging to a union may have additional Health and Safety protection under their Collective Bargaining Agreement.

Exposure to workplace hazards is preventable, and it is the employer's responsibility to ensure a safe and healthy workplace.

Workers have a responsibility to follow the health and safety rules, to not cause or participate in harassment, bullying or violence, and to report unsafe work conditions.

Unsure of your rights or how they work?

You can contact 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.
Your call can be confidential.



**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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