

Occupational Health and Safety



WORKER RIGHTS

Right to KNOW

- You have the right to know about all real and potential hazards to your health and safety. This includes hazardous chemicals, disinfectants, infectious diseases, violent residents/clients/family.
- You have the right to know how to do your job safely. Your employer is responsible for ensuring you are trained in the safe performance of your duties.

Right to PARTICIPATE

- You have the right to participate in health and safety activities along with your health and safety representative or your health and safety committee. The worker representative on the health and safety committee who performs workplace inspections and accident investigations must be selected or elected by workers or their union.

Right to REFUSE

- If you believe that your duties could cause undue hazards to the health and safety of any persons, you have the right to refuse unsafe work.

Right to NO REPERCUSSIONS

- The employer cannot punish you in any way for exercising your health and safety rights.

RESPONSIBILITIES

EMPLOYERS must...

- Establish and maintain a joint health and safety committee
- Ensure that the workplace is safe and healthy
- Inform and train workers on potential hazards
- Supply personal protective equipment (PPE) and training on how to use PPE safely and properly
- Provide safe equipment and training on how to use it

SUPERVISORS must...

- Advise workers of all potential and actual hazards
- Ensure that workers have proper instruction to perform work without undue risk
- Ensure that workers use prescribed PPE
- Investigate unsafe work conditions with a worker representative and take necessary corrective action without delay

WORKERS should...

- Report unsafe work conditions to their supervisor
- Report all incidents and accidents
- Wear personal protective equipment as directed by the employer





OCCUPATIONAL HEALTH AND SAFETY

Right to REFUSE

“No person shall carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment when that person has reasonable cause to believe that to do so would create an undue hazard to the health or safety of any person.”

You are refusing to carry out unsafe work. You are not refusing to work. You should continue to perform your duties that are safe. Your employer cannot discipline you or deduct any wages for exercising this right. You don't have to prove that your work is unsafe.

How to REFUSE UNSAFE WORK

- Tell your supervisor immediately about the unsafe work, explain why you believe the work to be unsafe and that you are exercising your rights under 3.12 of WCB Regulations (you may be assigned to do other work).
- Your supervisor must investigate. If they agree that the work is unsafe, they must fix the problem. If the supervisor disagrees that the work is unsafe then:
 - » The supervisor, the HEU OHS steward and you must investigate together. If there is agreement that there is a hazard it must be dealt with as quickly as possible.
 - » If there is no agreement that the work is hazardous and you still believe that the work is unsafe, the supervisor/employer and the worker must call WCB, who will send an officer out to investigate and issue orders if necessary.

