

YOUR RIGHT TO REFUSE UNSAFE WORK

Workers in Manitoba have the right to refuse unsafe or unhealthy work. (*Section 43 of the Workplace Safety and Health Act*)

Work Refusal Procedure

1. You can refuse where you have reasonable grounds to believe that the particular work is dangerous to your safety or health, or that of others.
2. You must report your refusal and reasons to your immediate supervisor, foreman, or other person in charge at your workplace.
3. You, the manager or supervisor, and a safety committee member who represents workers, shall immediately inspect the situation and take action to fix the problem.
4. Until the problem is resolved you may continue to refuse. No other worker is allowed to do the job unless they have been informed of the situation by you (the worker who has refused), or a provincial Safety and Health Officer.
5. If the problem is not resolved, a Provincial Safety and Health Officer has to be called.
(945-6848 or 1-866-888-8186 ext. 6848 - 24 hours).

6. The Officer shall investigate the refusal and make a decision as to whether the work is dangerous or not.
7. The Officer has to give a written report of their decision to the worker, the employer and, where applicable, the co-chairs of the health and safety committee.

Workers cannot be disciplined or threatened for using their Workplace Safety and Health rights. (*Section 42 of the Workplace Safety and Health Act.*)

If you have exercised your right to refuse and you are told to go home, DO NOT leave the job site. Contact the Provincial Safety and Health Officer immediately and tell them where you will be so they can speak with you. Remember, you are only refusing to carry out that particular work which you believe is dangerous to your health or safety until it has been remedied to your satisfaction. If you are offered alternate work and it is not dangerous to your health and safety, you must perform those duties as assigned. If no alternate work is assigned, you are entitled to your usual pay until the refusal is resolved.



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