

# THE FOUR OH&S Rights



## 1 THE RIGHT to refuse

Workers have the right to refuse dangerous work when the worker believes on reasonable grounds that the work constitutes an undue hazard. An undue hazard is defined as something that poses a serious and immediate threat. The right to refuse dangerous work is a vital component of provincial OH&S legislation. In fact, it is not only a right but also an obligation of the worker to refuse to engage in any work that could put themselves or others at risk.

## 2 THE RIGHT to know

Workers have the right to know their OH&S rights, what hazards they face at work, and the means to eliminate or control those hazards. Employers must identify hazards at work, and give workers the training, instruction, supervision, and equipment needed to work safely. The right to know ensures hazard assessments are available to workers and that workers have access to Safety Data Sheets (SDS) and are trained in WHMIS as appropriate.

## 3 THE RIGHT to participate

Workers have the right to raise health and safety concerns and to participate in making their workplaces safer. The right to participate ensures there are Joint Worksite Health and Safety Committees (JWHSCs) so that workers have a seat at the table. It also ensures that workers are involved in the identification and control of hazards in their workplace. Worker participation in the hazard assessment process is a requirement.

## 4 THE RIGHT to be free from disciplinary action

Workers have the right to exercise their rights and fulfill their duties under OH&S legislation without being subject to disciplinary action. Workers who raise health and safety issues, participate in joint committees, and refuse dangerous work and do so in good faith under OH&S legislation should not be disciplined by their employer.