

# RIGHT TO REFUSE Dangerous Work



## 1 DON'T DO DANGEROUS WORK

If you have been asked to do something you believe on reasonable grounds poses a serious and immediate threat, or undue hazard, to yourself or others, you should not do that work.

## 2 REPORT TO EMPLOYER

Advise your supervisor or manager right away that you are using your right to refuse because it is dangerous. This includes advising an on-call manager if you have no manager on-site. You should follow up verbal reporting with written reporting, such as filing a MySafetyNet.

## 3 EMPLOYER NOTIFIES COMMITTEE AND TAKES ACTION

Your Employer must

1. Inform the Joint Worksite Health and Safety Committee as soon as possible.
2. Not assign another worker until they determine it is not dangerous or have remedied the hazard.
3. Determine whether it is dangerous.
4. If dangerous, attempt to remedy the hazard immediately.

If your Employer cannot immediately remedy the hazard, your Employer must:

1. Immediately inspect the hazard.
2. Write a report of the work refusal, inspection, and actions taken to remedy the hazard.
3. Give a copy of the report to the you and to the Joint Committee.

Your Employer can temporarily assign you different work, but you must not lose pay.

## 4 RESUME WORK IF SAFE

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.

If your Employer determines it is not dangerous or has fixed the danger, they can require you to resume work or assign another worker to do the job.

OR

## REFUSE DANGEROUS WORK IF STILL UNSAFE

If you or another worker believes the work is still unsafe, you have the right to continue refusing dangerous work. You should also report the work refusal to Alberta Occupational Health and Safety by phoning 1-866-415-8690 (24-hour phone line) as soon as possible.

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If you use your Right to Refuse, please **inform UNA as soon as you are able** by contacting your UNA OH&S representative or your UNA Local or by calling a UNA office.