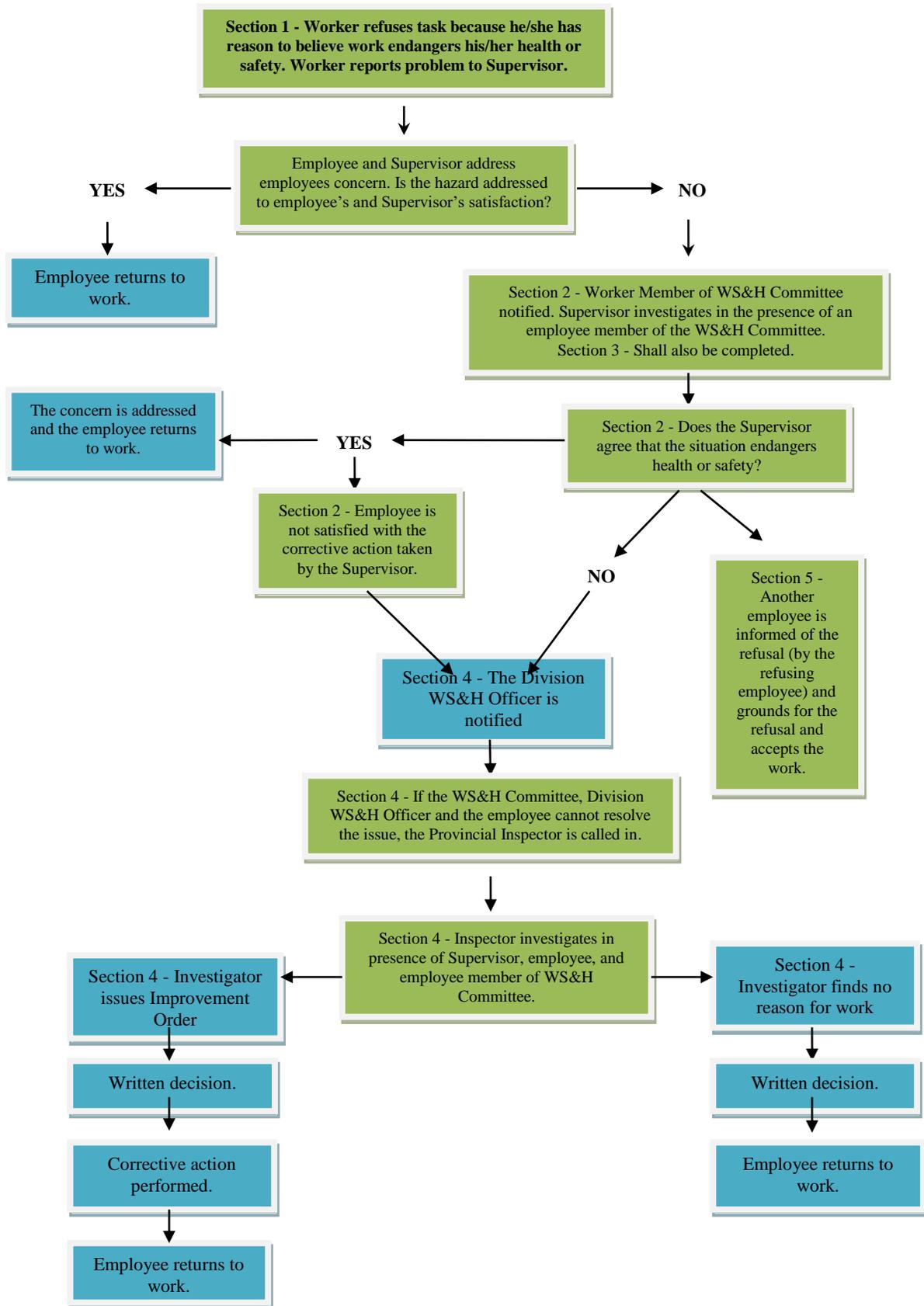


RIGHT TO REFUSE UNSAFE WORK FLOW CHART

[To be used in conjunction with the Right to Refuse Dangerous Work Form HRS]



Example Scenario's

Question: I am a Teacher. The air quality in my classroom has been Horrible. I have been getting headaches and feeling light headed for weeks. I tell my Principal that I have been having issues and that some of the students in my classroom have been experiencing the same symptoms.

So, for these reasons I am refusing to work in that classroom.

The Principal tells me to be patient while he looks in to the issue.

Later he reports back to me stating that after being in the room for a few hours that night, he experienced no symptoms and that I am probably just coming down with something, and that the room is safe to work in.

I disagree. What do I do?

Answer: The next level of protection for you is to call your Divisional Health and Safety Site Rep and inform that person of your concerns so that he or she may conduct an investigation and report any findings to the Divisional Health and Safety Practitioner and Superintendent in order to mitigate the risk. Additionally, if you feel that nothing is being done or that your concerns are not being taken seriously you may need to contact a provincial OH&S Officer.

The OH&S Act says that the officer shall investigate and prepare a report, giving you a copy. As well an Employer or worker may request a review of this record to the Occupational Health and Safety Council. Also, contact your union.

Question: I'm new on the job. I need to work at an elevated height. My Supervisor says that everyone just stands on the old plastic milk crate, its normal for the job. What can I do?

Answer: Just because things have been done unsafely for a year doesn't mean that they are normal. When the OH&S Act says that imminent danger is a danger that "is not normal for that occupation" they are referring to things like fire fighters who can't refuse to go into a burning building.

They can, however, refuse to go near the burning building if they aren't provided the proper safety equipment or procedures. Politely tell your Supervisor that the job is unsafe and you are obligated, by law, to refuse to do that work until it is safe. Your employer may reassign you but any other worker assigned to the job must be informed that you have refused. Also, contact your union.