

"UH, OK..." MEANS NO.

If you're worried about safety on your job site or workplace, or when asked to do a task, you have the right to say no.

Procedures

Tell your supervisor. AROH, sect. 15

The supervisor must immediately call for the prevention representative or, if there is none, a person designated by the worker exercising their right of refusal, to review the situation. AROH, sect. 16

Until a decision has been made, the employer may not have another worker carry out the work. You are available for work and must be paid accordingly. AROH, sect. 14

If there is no agreement between the prevention representative and the employer's representative, or if you maintain your right of refusal, the inspector may be requested, either by: the worker, the prevention representative or the employer. AROH, sect. 18

The inspector shall determine immediately whether or not a danger exists that would justify your refusal to work. AROH, sect. 19

If the inspector believes that your refusal to work is justified and orders the employer to correct the situation, the employer can require that you remain at the workplace and temporarily assign you to other tasks that you are reasonably capable of performing. AROH, sect. 25

The inspector's decision has effect immediately. They may also have the employer take temporary measures and require that that corrective measures be taken within such time as the inspector may determine. AROH, sect. 19 and 20

Request for Review

If you are unsatisfied with the inspector's decision, you can apply for a review by the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) within ten days of being notified of the decision. AROH, sect. 191.1

If no request for review has been made by that deadline, the inspector's decision is final.

No Sanctions

The employer cannot terminate, suspend, apply disciplinary measures or reprisals upon, or impose any other sanction on a worker due to their choice to exercise the right of refusal. AROH, sect. 30

To learn more about your rights, contact:

- Your health and safety representative _____
- Your union _____

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AT WORK

