

NORTHWEST
TERRITORIES MINES

BUILDING OUR UNION



UNIFOR

Health and Safety
Department, 2013

205 Placer Court
Toronto, Ontario M2H 3H9

1-800-268-5763

fax: (416) 495-6552

healthandsafety@unifor.org
www.unifor.org



HS-E-4103



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You have
the right to
**refuse
unsafe
work.**

use it!



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HOW THE RIGHT TO REFUSE WORKS

Under Section 18 of the Northwest Territories Mines Health and Safety Act and Part 4 of the Mine Health and Safety Regulations, you have the right to refuse unsafe or unhealthy work. If you have reason to believe the work is likely to endanger you or someone else, this is what you do.

WORKER

Report the problem to your supervisor and a union member of the health and safety committee. It is illegal for the employer to discipline workers for refusing unsafe work (Section 19).

SUPERVISOR

Investigates and takes remedial action. If you still believe the work is unsafe, the supervisor must investigate in your presence and a worker of your choice such as a union member of the health and safety committee.

ALTERNATE WORKERS

An alternate worker can only be assigned your work if your work refusal is unique to you and the alternate worker is informed of your reasons. The alternate worker also has the right to refuse if he or she believes the work is unsafe.

HEALTH AND SAFETY COMMITTEE

If the problem is still not resolved, the health and safety committee investigates and either develops an acceptable, safe plan to do the work or permits you to continue to refuse. If you still refuse, you, the worker co-chair or the employer may contact the chief inspector of mines to designate an inspector to investigate.

INSPECTOR

Investigates and orders remedial action.

APPEALS

You may appeal the inspector's decision to the chief inspector within 30 days (Section 32). You may appeal the chief inspector's decision to the Supreme Court within 30 days (Section 33). You challenge unfair discipline by putting in a grievance or writing to the chief inspector (Section 20).