

BRITISH  
COLUMBIA

# **BUILDING OUR UNION**

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**UNIFOR**

Health and Safety  
Department, 2016

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HS-E-4097



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

**use it!**



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## **HOW THE RIGHT TO REFUSE WORKS**

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Under the Occupational Health and Safety Regulation 3.12, 3.13 and Sections 150-153 of the Workers' Compensation Act, you have the right to refuse unsafe or unhealthy work. If you have reason to believe the work is an undue hazard to you or someone else this is what you do.

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### **WORKER**

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Report the problem to your supervisor or employer and to a union member of the health and safety committee. It is illegal for the employer to discipline workers for refusing unsafe work (3.13, S. 150-153).

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### **SUPERVISOR (EMPLOYER)**

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Investigates and takes remedial action in the presence of the worker and a worker member of the health and safety committee, union designate, or co-worker selected by you.

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### **WORKER**

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If you believe the work still presents an undue hazard and you continue to refuse you and the employer must notify a WCB officer (inspector).

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### **WCB OFFICER (INSPECTOR)**

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Investigates without undue delay and orders remedial action.

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### **WORKER**

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Pending the officer's decision, remain at a safe location nearby. You may be reassigned to reasonable alternate work at no loss in pay.

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### **APPEALS**

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You have the right to appeal the officer's decision to the Appeal Tribunal (S. 240). You challenge unfair discipline by putting in a grievance or making a written complaint to the WCB (Section 152).