

SASKATCHEWAN

BUILDING OUR UNION



UNIFOR

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Department, 2016

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HS-E-4095



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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 3-31 of the Saskatchewan Employment Act, a worker may refuse to perform any particular act or series of acts at a place of employment if the worker has reasonable grounds to believe that the act or series of acts is unusually dangerous to the worker's health or safety or the health or safety of any other person at the place of employment until:

- (a) sufficient steps have been taken to satisfy the worker otherwise; or
 - (b) the occupational health committee has investigated the matter and advised the worker otherwise.
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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 3-35).

EMPLOYER

Investigates and takes remedial action.

OCCUPATIONAL HEALTH COMMITTEE

If you are not satisfied ask the occupational health committee to investigate and advise remedial action.

WORKERS

If you are not satisfied with the employer or the occupational health committee's action, you may request a Provincial occupational health officer to investigate. No other worker can be assigned to do the work unless the employer advises the other worker in writing of your refusal, your reason for the refusal and the other worker's right to refuse.

OFFICER

Investigates and orders remedial action.

APPEALS

You may appeal the officer's decision to the director of the Occupational Health and Safety division within 15 days (Section 3-53). You challenge unfair discipline by putting in a grievance or referring the matter to an officer (Section 3-36).