

# RIGHT TO REFUSE UNSAFE WORK

Employees have rights when it comes to a safe and healthy workplace. As workers, we all have the right to know about workplace hazards, the right to participate in health and safety activities and the right to refuse unsafe work.

Refusal of unsafe work is a three-step process:



- Step One - Stop



- Step Two - Investigate



- Step Three - Call



**BC Forest Safety**

Safety is good business



# REFUSAL OF UNSAFE WORK



## STEP ONE

**For Workers:** Immediately STOP unsafe work and REPORT unsafe condition(s) to your supervisor or employer.

**For Supervisors or Employers:** Investigate the matter and fix it if possible. If you don't agree the condition is unsafe, report back to worker.

If a supervisor or employer can't agree on how to resolve the matter, move onto Step Two.

If the supervisor feels the work can safely be done by another worker until the matter is resolved, they must NOT ask or permit another worker to do the work until the other worker is informed in writing about:

- the refusal and the reported unsafe condition.
- the reasons why the task would not create an undue hazard.
- the worker's right to refuse the work.



## STEP TWO

If the matter is NOT resolved in Step One, the worker and the supervisor or employer should investigate the matter in the presence of one of the following:

- a joint health and safety committee worker representative or a health and safety representative
- a union selected worker (if applicable)
- any other worker chosen by the worker who reported the unsafe condition
- if the worker, the supervisor or employer and the worker representative do not agree on how to correct the unsafe condition, move to Step Three.



## STEP THREE

If the matter is NOT resolved after Steps One and Two, both the worker and the supervisor or employer should contact WorkSafeBC by calling 604-276-3100 or toll free 1-888-621-7233.

A prevention officer will be assigned to investigate the issue and take any necessary action. The supervisor and/or employer may not discipline or penalize the worker for following these steps. The worker may be reassigned temporarily to other work tasks while the unsafe condition is being investigated and resolved.

**WORK SAFE BC**

### Refusing Unsafe Work Resources



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