

STEPS TO FOLLOW WHEN WORK MIGHT BE UNSAFE

We all have the right to a safe and healthy workplace, including being informed about hazards, participating in health and safety initiatives, and refusing unsafe work.

Exercising the right to refuse unsafe work can provide an opportunity to investigate and correct a situation that could lead to injury or an unsafe work environment.

Refusal of Unsafe Work is a 3-step Process:



• **STEP 1 - STOP**



• **STEP 2 - INVESTIGATE**



• **STEP 3 - CALL**



BC Forest Safety

Safety is **good** business



REFUSAL OF UNSAFE WORK



STEP ONE - STOP

Workers: Cease unsafe work immediately and report the condition to your supervisor or employer.

A worker's right to refuse unsafe work is an integral element in ensuring work is carried out safely. All workers in BC have the right to refuse work where there is reasonable cause to believe it would create an undue hazard to their health or safety.

Supervisors / Employers: Investigate and address the issue if possible. If you disagree with the worker's assessment, communicate your reasoning and proceed to Step Two if the issue remains unresolved.

Amendments to the Occupational Health and Safety Regulation which took effect on August 22, 2022 state:

Supervisors must not assign or allow another worker to the task in question until the reporting worker has been informed in writing about:

- *the refusal and the reported unsafe condition.*
- *the reason(s) why the task does not pose an undue hazard.*
- *the worker's right to refuse the work deemed unsafe.*

STEP TWO - INVESTIGATE

If the matter is unresolved in Step One, the worker and the supervisor/employer should investigate the situation 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 reporting worker.

If no agreement on how to correct the unsafe condition is reached, proceed to Step Three.

STEP THREE - CALL

If the matter remains unresolved, both parties, the worker and the supervisor/employer, should contact WorkSafeBC at **604-276-3100** or toll-free at **1-888-621-7233**.

An assigned prevention officer will investigate the situation and take necessary actions. The supervisor / employer cannot discipline or penalize workers for following these steps. Reporting workers may be temporarily reassigned while the unsafe condition is being investigated and/or resolved.

WORK SAFE BC

Refusing Unsafe Work Resources



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