

Occupational Health and Safety Act Rights of the Worker



Rights of the Worker

Every worker has the right to know the workplace hazards:

- It is the Supervisor's job under OSHA to inform workers about any health or safety hazards in the workplace and show them how to work safely **before they start working.**



Every worker has the right to refuse work if they feel it is unsafe:

- Employees have the right to refuse unsafe work if they have reason to believe it puts them or a fellow worker in danger.

The Right to Refuse

If a worker feels their work is likely to endanger them or another worker, they have an obligation to report the unsafe situation to their supervisor or manager immediately.

Examples of danger include:

- Faulty equipment, machine, or device that the worker is to use or operate
- Unacceptable physical condition of the workplace is not acceptable
- Workplace violence
- Any other observed hazard that is in contravention of the OHSA or Regulations.



How is Work Refusal Resolved?

Work refusals are resolved in one of two ways:

- Resolved internally by workplace parties
- If the issue cannot be resolved internally, the Ministry of Labour will be contacted to resolve.
- Always advise your manager of any unsafe work and refer to our Refusing Unsafe Work policy on the Intranet under Policies and Procedures.



The screenshot shows the St. Mary's General Hospital website. The header includes the hospital logo, navigation links (Home, SMGH Website, Feedback, Site Map), a search bar, and the date Tuesday, May 20, 2014. The main navigation menu includes: SMGH Directories, Programs & Services, Human Resources, Forms, Policies & Procedures, Training & Education, News & Events, and About Us. A dropdown menu is open under 'Forms, Policies & Procedures', listing: Clinical Guidelines, Forms, Integrated Care Paths, Policies & Procedures Online Manual (highlighted with a red box), Mosby Nursing Consult, Medical Directives, and Pre-Printed Orders. Other visible elements include a 'Staff Login' button, a 'Quick Links' section with 'Drug Shortage Information', and an 'Events Calendar' for May 2014.



As a Worker You Should

- Incorporate health and safety into your daily routine. Talk about safety concerns and corrective actions at your meetings and huddles.
- Attend health and safety training
- Be involved in hazard recognition, control and regular inspections of the workplace.
- Volunteer to become a member of the Joint Occupational Health and Safety Committee.



Thank Your for Your Time

Thank you for completing this module.

