

## The Four Worker Rights

Health and safety laws are based on the concept of an internal responsibility system, which indicates that workers and employers should be able to work together to resolve any health and safety issues that may arise. All workers have basic, legally protected rights and the Manitoba Workplace Safety and Health Act promotes workers' rights to a safe and healthy workplace.

The following rights form the basis of your health and safety at work.

<b>4 Workers Rights</b>	<b>Right to Know</b>	<p>Workers have the right to be aware of workplace hazards and to understand how to control the associated risks. Included is the right to be:</p> <ul style="list-style-type: none"> <li>• Informed of the hazards at work</li> <li>• Trained to recognize those hazards</li> <li>• Trained to protect yourselves</li> <li>• Informed of their rights under the law</li> </ul>
	<b>Right to Participate</b>	<p>Workers have the right to take part in workplace safety and health activities, which includes:</p> <ul style="list-style-type: none"> <li>• Ability to participate in keeping the workplace safe and healthy by identifying issues and concerns throughout the workday.</li> <li>• Participate in safety through the safety and health committee or as a representative.</li> </ul>
	<b>Right to Refuse Dangerous Work</b>	<p>Workers have the right to refuse unusually dangerous work to themselves or others. In the event of a work refusal,</p> <ul style="list-style-type: none"> <li>• Workers are encouraged to share concerns and immediately report to their supervisor.</li> <li>• Worker may be assigned temporary work until situation has been remedied.</li> <li>• Worker should remain at work unless permission to leave has been granted.</li> </ul>
	<b>Right to Protection from Reprisal</b>	<p>Workers are entitled to exercise their rights under the Workplace Safety and Health Act without being penalized by their employers.</p> <ul style="list-style-type: none"> <li>• It is important for workers to feel safe when raising safety and health issues or exercising these rights.</li> </ul>

## What is the Danger?

Without the knowledge or failure to exercise your worker rights, dangers may occur in the workplace. These dangers include:

- **Injury to yourself** - Not knowing about the hazards or working in a dangerous situation can cause injury or illness that can have serious, life-altering effects.
- **Injury to other workers** - Not participating in raising the awareness of known issues or concerns may cause other workers to suffer an injury.

Workplace injuries can cause lasting financial and emotional effects on workers and their families.

- **Property damage** - If performing an unfamiliar or dangerous task, you may put the company financially at risk if the task resulted in damage to property or equipment. This could result in disciplinary action.



## Vulnerable Workers

Vulnerable Workers are disproportionately employed in hazardous or physically demanding jobs. This puts them at higher risk for injuries.

### Types of Vulnerable Workers

- Young
- New
- Aging
- Migrant/Immigrant

Vulnerable Workers are also at a greater exposure because they may be more reluctant to bring forward safety concerns to a supervisor or employer, a lack of experience and language barrier may affect a worker's ability to communicate and participate fully in safety and health training.

**NOTE:** Young Workers aged 15-24 are three times more likely to be injured on the job than more experienced workers.

## Safety Tips

- ✓ Alert all workers that may potentially be affected by any danger or hazard that has been identified. Bring forth the concern to your immediate supervisor and if the hazard is unable to be resolved, report to your workplace safety and health committee or representative.
- ✓ Communicate with the supervisors, safety and health committee/representative and workers if a hazard has been identified.
- ✓ Participate in health and safety discussions during safety talks.
- ✓ Report to your immediate supervisor if you feel the work is dangerous. Workers are encouraged to share concerns and issues so they can be addressed immediately.

## Demonstrate

Place posters of 'The Four Worker Rights' in common areas around the workplace (*S2SA can provide a poster*).

Review the company's work refusal process with the workers.

## Discussion

Ask workers what their 'Four Worker Rights' are and describe why they are important to know.

Discuss with workers on who is at a greater risk by not knowing these rights – (*Vulnerable Workers*)

- Prompt the audience to let any young workers in their lives to know that they have rights.

Discuss what some of the common hazards found in the workplace and what control measures are used to reduce the associated risk.

