

## Right to Refuse

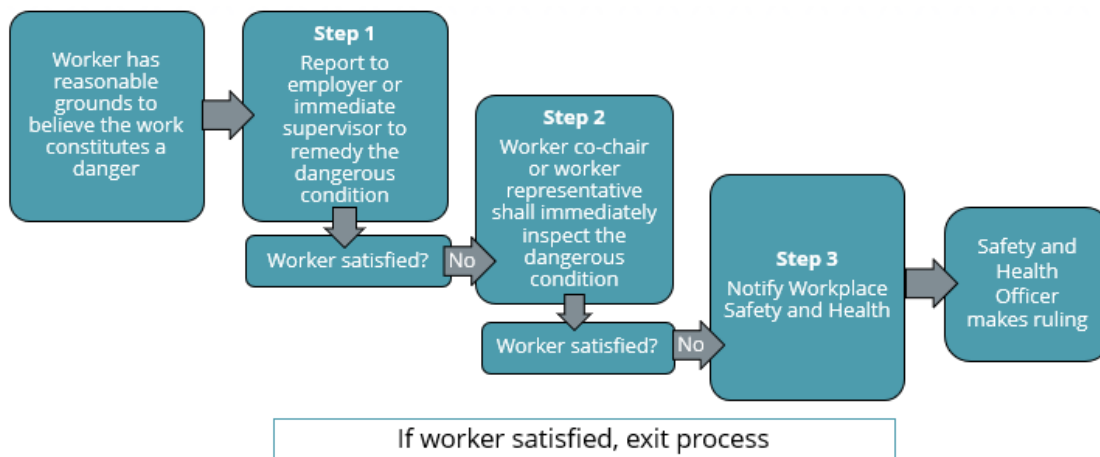
As a worker in Manitoba, you have rights related to a safe and healthy workplace. You have the right to know about hazards, the right to participate in health and safety activities, the right to protection from reprisal, and you also have the right to refuse unsafe work.

The right to refuse is an important workplace safety measure because it gives workers the power to take action to protect themselves and others by raising concerns about safety issues without fear of retaliation from their employer. Additionally, providing workers with the ability to refuse work they believe is unsafe can also serve as an early warning system for employers. The work refusal process allows employers to address safety issues through a step-by-step process that prevents costly injury or illness and creates a safer work environment for all.

## What's the Danger?

If your employer or supervisor asks you to perform a task or use a tool or equipment, and you have a good reason to believe that doing the work might create an undue hazard to your own health and safety or the health and safety of any person, you must refuse this work. Before you exercise your right to refuse, be sure you have followed other procedures for reporting hazards and resolving workplace problems, such as talking to your supervisor. If the hazard has not been resolved through the reporting process and you still believe that the work presents a hazard, exercise your right to refuse. Without awareness of the right to refuse process, workers may feel pressured to continue working in dangerous conditions, putting themselves or others at risk of injury or illness.

## Steps of a Right to Refuse Unsafe Work Process



## Demonstrate

Review with workers your company's process to address and resolve safety concerns including work refusals and reporting hazards.

## Discussion

What are potential work refusal examples of unsafe work that may be based on reasonable grounds?

Can a worker not trained on how to perform a particular task be reprimanded for refusing work?

### DID YOU KNOW?

During a refusal, another worker cannot be assigned to do the work unless they have been advised by the employer in writing of the first worker's refusal and the reasons why. The first worker must also advise the other worker.



**Manitoba Workplace Safety and Health Act and Regulation**

Section 43(1) Right to refuse dangerous work

**Workers Involved in this Safety Talk**

Date: \_\_\_\_\_

Name	Signature

Name	Signature

**Notes**

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