



Health and Safety: **KNOW YOUR RIGHTS**

OUR OCCUPATIONAL HEALTH AND SAFETY RIGHTS:

1. Right to know about workplace hazards.
2. Right to participate in occupational health and safety.
3. Right to refuse unsafe work.
4. Right to no discrimination.

1. RIGHT TO KNOW - THE EMPLOYER MUST:

- Ensure you are aware of known or foreseeable hazards.
- Inform you of your rights and duties.
- Provide you with information, instruction, training and supervision.
- Make a copy of the WCA and OH&S regulations readily available.
- Post WCB inspection reports and give committee a copy.
- Provide the committee with information on:
 - Hazards in your workplace.
 - Experience of other workplaces.
 - WCB orders and penalties.

2. RIGHT TO PARTICIPATE - YOU HAVE THE RIGHT:

- To participate as a worker in occupational health and safety.
- To report OH&S concerns to your supervisor and to your committee.
- To be consulted about OH&S issues such as ergonomics and workplace violence.

3. RIGHT TO REFUSE UNSAFE WORK:

- An exception to the “work now, grieve later” rule in labour relations.
- “Must” means refusal is a requirement.
- Provides a procedure for problem solving.
- The OH&S committee will be called in if the worker is not satisfied after a supervisor has investigated. The committee will investigate further, and if the worker is still not comfortable both parties may call the WCB officer who will conduct an investigation.

4. RIGHT TO NO DISCRIMINATION:

- No discrimination means an employer or union must not threaten or take action against you for:
- Exercising a right or carrying out a duty under the WCA or OH&S regulation.
 - Giving OH&S information to the employer, workers, union or the WCB.

CEP467/COPE378

**For more information contact
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