

Refusing unsafe work

Step 1: The worker needs to immediately report to their supervisor that they have stopped work and the reasons why they believe the job or task is unsafe.

The supervisor needs to investigate into the matter and come to a decision. "The work is unsafe, let's stop work or assign you to alternate duties until we can eliminate or minimize the hazards" or "the work is deemed to be safe, please go back to work."

The worker then has had their concern investigated. If the supervisor has dealt with the concerns to the approval of the worker than the worker can go back to doing the job or task that was deemed unsafe. If the worker is not satisfied with the supervisor's decision they would continue to Step 2.

Step 2: The worker is not satisfied with the supervisor's decision and now can ask for a member of the OHS committee to attend and assist with the investigation into unsafe work. If no committee member is available, then the worker can select any other reasonable worker with knowledge of the job being refused. The worker, supervisor and the committee member go through the investigation process again, and we have two solutions again. "The work is safe, go back to work" or "The work is unsafe, let's make this safe before we continue." If the worker is still not satisfied with the results of the investigation, we go to Step 3.

Step 3: The supervisor and the worker must notify WCB. WCB will then assign an officer to this file and the officer must investigate without undue delay and issue their findings after an investigation. WCB will either deem the work to be unsafe and it stops until the work can be made safe, or WCB will deem the work to be safe, and the worker must go back to work. There is an appeal process that can be started; however, in the meantime, the worker must comply with the investigation of the board officer.