



OH COW

Occupational Health Clinics
for Ontario Workers Inc.

Have you been asked to do something at work that could hurt you or a co-worker?

If so, here's what to do





You have the right to say NO to unsafe work* – without getting into trouble or being punished.

- ▶ **Talk to other workers.** Tell them why you're worried and want to use your right to refuse. (Many voices are better than one.)
- ▶ **Tell your supervisor or employer.** Explain the hazard. Say you want to use your right to refuse to do a task because you believe it's dangerous to you or other workers.

* This includes danger from equipment, tools, workplace conditions or violence.




- ▶ The employer **must** investigate. They must do it with you and someone who represents workers for health and safety issues*.
- ▶ The employer can fix the hazard. Or they may disagree with you, and say there's no danger.
- ▶ If you are pretty sure – have **reasonable grounds** to believe – it's still dangerous, you can again use your **right to refuse**.

* That person is a worker health and safety representative, joint health and safety committee member or someone that workers choose.

- ▶ If you do, the employer or you must call the Ministry of Labour, Training and Skills Development: Toll-free: **1-877-202-0008** Press 1 for Work Refusals. When you reach an agent, ask to speak to someone in your language.
- ▶ Someone else can be asked to do the job if they are told why you refused. This must be done with a worker health and safety representative or someone workers choose to deal with health and safety issues.
- ▶ After investigating, the inspector must make their **decision in writing** without delay. They must give a **copy** to you, your employer and whomever represented workers during the investigation. ***Hang onto your copy.***

continued...

- ▶ **If the inspector agrees with you**, the employer must fix the hazard, usually with a deadline. If not, you must return to work.
- ▶ If you disagree, you can **appeal**. Get help from a **legal aid clinic** (1-800-668-8258, and ask to speak to someone in your language).
- ▶ Employers **must not** punish you in any way for refusing. If they do, call us or legal aid.

 Stay in a **safe place** during working hours until the inspector makes their decision; you could do another job. You must be paid for your time, at your usual rate.



For more information about
refusing dangerous work:

Local Legal Aid Clinic

Find the nearest one:

1-800-668-8258

Ask to speak to someone in your language

www.legalaid.on.ca/legal-clinics/

Community Groups can help too:



OHCO

Occupational Health Clinics
for Ontario Workers Inc.

Provincial eMail: mfw@ohcow.on.ca

Website: www.ohcow.on.ca