



Concerned about heat stress at work?



Talk to your co-workers about your concerns, ask them about theirs, and share what you have learned about heat stress.



Talk to your health and safety representative, joint health and safety committee and/or union if you have one.



Together talk to management,

- share what you have learned,
- provide ideas about solutions, and
- connect this to health and safety commitments at your workplace

Employers are expected to protect workers' health and safety by taking all reasonable precautions. This includes ensuring a process is in place to identify and deal with the factors contributing to heat stress

From the General Duty clause 25(2)(h) of the Occupational Health and Safety Act (OHSA)

KNOW your health and safety rights as well as employer responsibilities, and reference these if needed

If needed

SEEK additional advice or support from health and safety, social and / or legal support agencies.

EXERCISE your rights If you are unable to convince your employer to address your heat stress concerns, or if further delay would put people at risk, consider exercising your right to call a health and safety inspector from the MLITSD*.

It is illegal for your employer to fire or retaliate against you in any way, for raising health and safety concerns, or refusing dangerous work.

Under Section 50 of the Occupational Health and Safety Act (OHSA)

However, in their research, King, A. & Lewchuk, W. (2022)* found that most Ontario workers who reported their employer for punishing them for raising health and safety issues, still ended up losing their job.

If you are worried you may face retaliation from your employer, be sure to speak to those helping you about that, and consider strategies that are available.

For example, you may want to consider an **anonymous complaint** to MLITSD about your health and safety concerns. This may trigger the Ministry to investigate your concern, without you having to provide your name or be identified.

*Ontario Ministry of Labour, Immigration, Training and Skills Development (MLITSD)

Occupational Health and Safety Contact Centre:

Toll-free: **1-877-202-0008**

Press 1 to report an accident or work refusal

Press 2 to report a complaint

Press 3 if you have questions

Once you reach a telephone agent you can ask for service in other languages (say the language you need).



In a **medical emergency**, get help from someone trained in first aid, and

CALL 911

*King, A. & Lewchuk, W. (2022). Occupation Health and Safety: A Failure to Protect the Right of Workers to Participate in Enforcement. Relations industrielles / Industrial Relations, 77(1). <https://doi.org/10.7202/1088556ar>



For other infographics in this series, or to learn more about working in the heat, see our Heat Stress Toolkit:



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