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YOU HAVE SAFETY RIGHTS AT WORK... DO YOU KNOW WHAT THEY ARE?

Ontario workers have rights in the workplace and it is important that you understand these rights. These rights are set out in the Occupational Health and Safety Act, and it doesn't matter your age or role. If you are a worker or a supervisor you are still a worker.



IN ONTARIO THE OCCUPATIONAL HEALTH AND SAFETY ACT SETS OUT THREE BASIC RIGHTS:

- Right to participate
- Right to know
- Right to refuse unsafe work

THE RIGHT TO PARTICIPATE

Workers have the right to be part of the process of identifying and resolving workplace health and safety concerns. This right is expressed through worker membership on JHSCs, identification of hazards.

THE RIGHT TO KNOW

The workers have the right to know about any potential hazards to which they may be exposed. This means the right to be trained and to have information on machinery, equipment, working conditions, processes and hazardous substances.

THE RIGHT TO REFUSE UNSAFE WORK

Workers have the right to refuse work that they believe is dangerous to either their own health and safety or that of another worker. The OHSA describes the exact process for refusing dangerous work and the responsibilities of the employer in responding to such a refusal.

OHSA s. 43(3) Refusal to Work – A worker may refuse to work or do particular work where he or she has reason to believe that,

- Any equipment, machine, device or thing the worker is to use or operate is likely to endanger himself, herself or another worker;
- The physical condition of the workplace or the part thereof in which he or she works continues to be likely to endanger himself or herself;
- Workplace violence is likely to endanger himself or herself; or
- Any equipment, machine, device or thing he or she is to use or operate, or the physical condition of the workplace or the part thereof in which he or she works or is to work, is in contravention of this Act or the Regulations and such contravention is likely to endanger himself, herself or another worker.