

Québec

As a CUPE member in Québec YOU have the legal right to refuse unsafe work, according to the Act Respecting Occupational Health and Safety – Section 12, when there are reasonable grounds to believe that performing the work would expose YOU or another person to a danger affecting YOUR or their health, safety, or physical well-being.

Here's how YOU can refuse unsafe work...

1. If you believe that a dangerous situation may exist at work, you have the right to refuse the work.
2. Notify your supervisor or employer about your concerns, and refuse to perform the unsafe work.
3. The supervisor must inform the safety representative to examine and determine the corrective measures to be taken. If the safety representative is not available, the union must be contacted.
4. If you are not satisfied with the remedy, either you or the employer must contact the government inspector.
5. The inspector must investigate your concerns and make recommendations. A written report must be given to you, the employer and the health and safety representative.
6. If the matter is still not resolved, you may appeal the matter within ten days to the governmental review office.

YOU cannot be dismissed, suspended, transferred, or penalized for complying with the legislation, according to the Act Respecting Occupational Health and Safety – Section 30. YOU also have the right to protective reassignment under certain circumstances.

You have the legal right to a healthy and safe workplace.

For more information or assistance, contact your local union health and safety representative, your union executive, your CUPE representative or the CUPE health and safety staff representative for your province at:

Canadian Union of Public Employees

Québec Regional Office
7100 – 565 Crémazie Blvd.
Montréal, Québec, H2M 2V9
Tel. (514) 384-9681
Fax (514) 384-9680

Or contact the CUPE National
Health and Safety Branch at:
Tel. (613) 237-1590
Fax (613) 237-5508
Email: Health_safety@cupe.ca