

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

Canadian Union of Public Employees

Ontario Regional Office
80 Commerce Valley Drive East
Markham, Ontario, L3T 0B2
Tel. (905) 739-3999
Fax (905) 739-4001

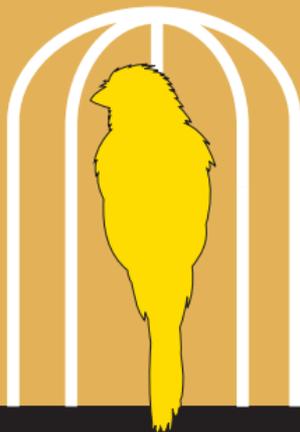
Or contact the CUPE National Health and Safety Branch at:

Tel. (613) 237-1590
Fax (613) 237-5508
Email: health_safety@cupe.ca

For additional health and safety resources, visit
cupe.ca/health-and-safety

CUPE / Canadian Union
of Public Employees

**YOU CAN
REFUSE
UNSAFE
WORK**



ONTARIO

As a worker in Ontario you have the legal right to refuse unsafe work, according to Section 43(3) of the *Occupational Health and Safety Act*, when you believe that any equipment, workplace condition or contravention of the OHS act is likely to endanger you or another person's health and safety. Please note this section does not apply to certain workers and some circumstances which are listed in Section 43(1) and (2) of the OHS act.

Here's how you can refuse unsafe work:

1. Notify your supervisor or employer about the circumstances for refusing to work. The supervisor or employer must investigate the situation with you and the worker-selected member from the joint health and safety committee, or a union representative.
2. If, following this investigation, you believe the unsafe condition still exists, you may refuse to work. Either you or

your employer must notify a government inspector.

3. The inspector must investigate in consultation with you, the employer, and a worker-selected member of the joint health and safety committee, or a union representative. The inspector's decision must be provided in writing to all those involved in the investigation.
4. You are required to remain in a safe place near your workstation until the investigation is completed. During this time, you may be assigned other reasonable alternative work or directions by your employer.

You cannot be threatened, dismissed, disciplined, intimidated or coerced for complying with the legislation, according to Section 50 of the OHS act.

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