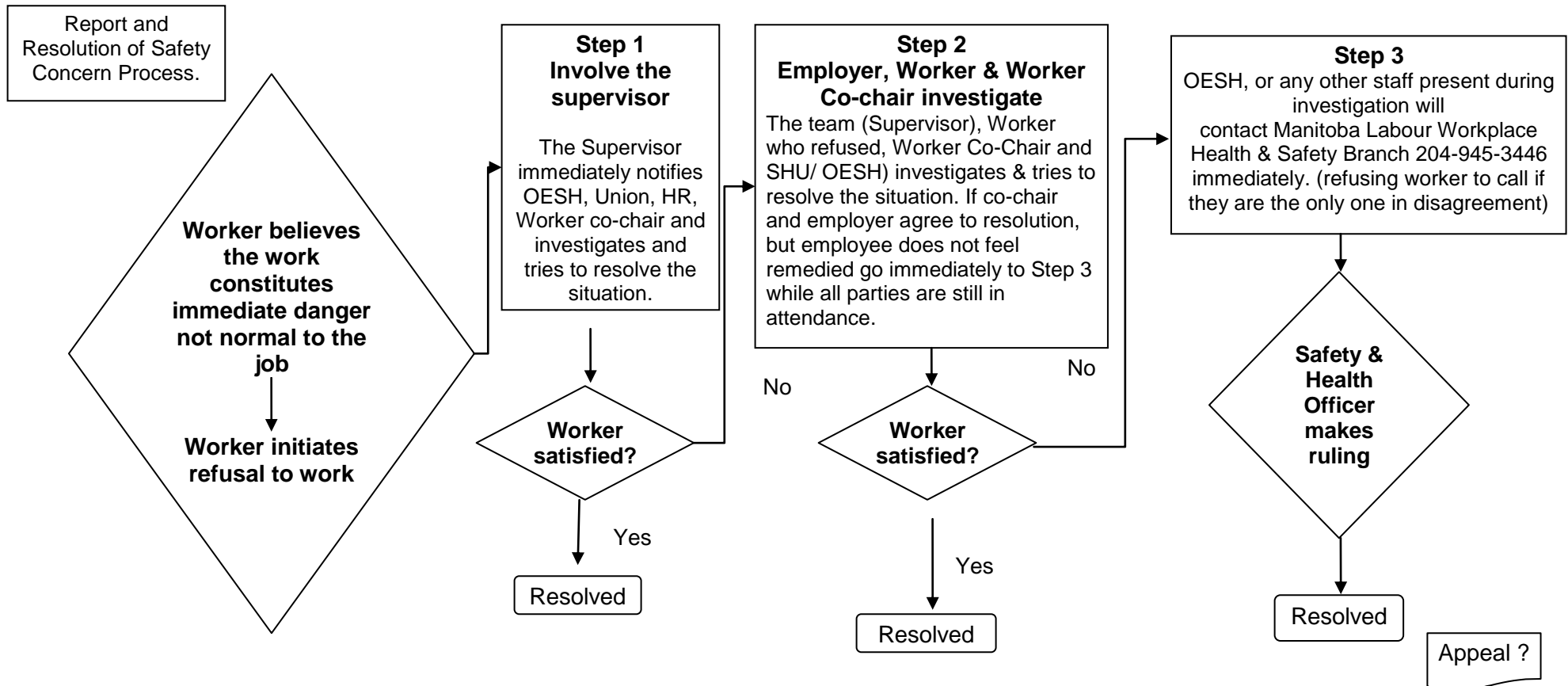


## Procedural Summary for Investigating Right to Refuse Situations



In order to exercise the right to refuse, **the Report and Resolution of Safety Concerns Process must have been followed.** *Workplace Safety and Health Act* [C.C.S.M. c.W210] states that all workers have the **Right to Refuse** any task that the worker has reasonable grounds to believe is dangerous to his/her safety and health or the safety and health of other persons. Work refusals must be based on “reasonable grounds”, constitute immediate danger and be not normal to the job. Other workers cannot be assigned until Step 2 is completed and must be presented with the completed form. The refusing worker is paid despite the refusal but can be reassigned. Workers carrying out duties or exercising rights, as set out under the *Workplace Safety and Health Act* [C.C.S.M. c.W210], are protected from discriminatory action. The right to refuse dangerous work should not be abused. It is intended to protect employees.

If you have any questions about the right to refuse dangerous work or other matters related to health and safety in the workplace, contact WRHA OESH consult the Operational Procedure – Right to Refuse Dangerous Work.