



## HEALTH AND SAFETY POLICY MANUAL

<b>Subject:</b> Three Principle Rights	<b>Approval Date:</b> December 19, 2016	<b>By-Law No.</b> 93-2016
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### 5.4 THREE PRINCIPLE RIGHTS

Individual workers in Ontario are given three principle rights:

#### 1. The Right to Know

- Workers have the right to know about workplace health and safety hazards

#### 2. The Right to Participate

- Workers have the right to participate in making the workplace safer. They can do this through participation in any of the Municipality's Health and Safety Programs, including participation on the Joint Health and Safety Committee.

#### 3. The Right to Refuse

- Workers have the right to refuse or stop work if they have reason to believe it endangers the health or safety of themselves or others.

#### Work Refusal Process

Workers don't have to do work or use anything they consider unsafe. Any worker who thinks that a piece of equipment or an activity is unsafe to himself/herself or another worker may refuse to use that equipment or do that activity. Workers do not have to make a formal or official announcement. Simply stating that something is unsafe is enough to start the work refusal process.



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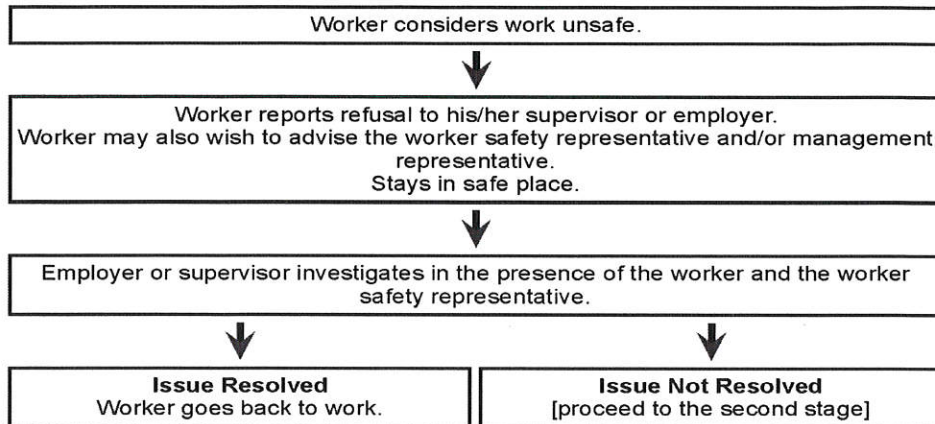
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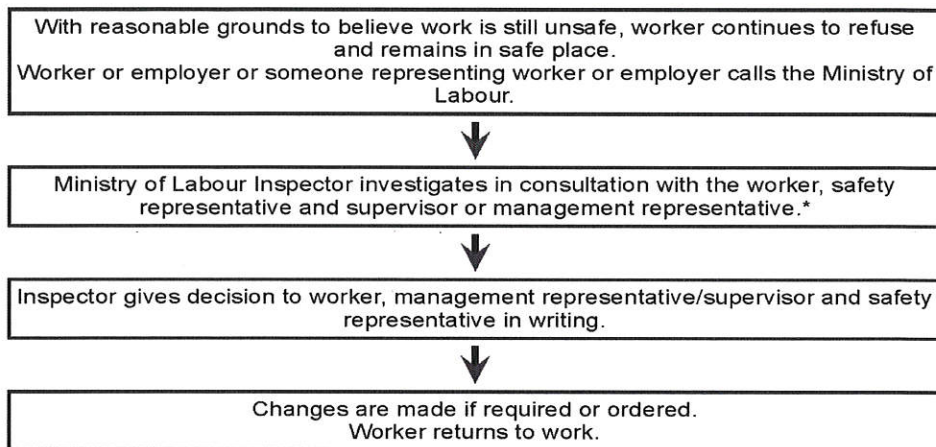
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### Procedure for a Work Refusal

#### First Stage



#### Second Stage



\*Pending the Ministry of Labour investigation:

- The refusing worker may be offered other work if it doesn't conflict with a collective agreement
- Refused work may be offered to another worker, but management must inform the new worker that the offered work is the subject of a work refusal. This must be done in the presence of:
  - a member of the joint health and safety committee who represents workers; or
  - a health and safety representative, or
  - a worker who because of his or her knowledge, experience and training is selected by the trade union that represents the worker or, if there is no trade union, by the workers to represent them.