WORK REFUSAL PROCESS
Revised September 3, 2002

After the hazard reporting process, the work refusal process is available to workers who continue to believe that the work endangers their health and safety.

Worker reports to supervisor that he/she is refusing to work because he/she has reason to believe work endangers health and safety

i) Supervisor notifies Department of Occupational Health and Safety (DOHS). After office hours, DOHS can be contacted via Security.

ii) Supervisor investigates in the presence of worker and Joint Health and Safety Committee (JHSC) worker member or Health and Safety Representative (HSR).

iii) Corrective action where applicable

Does worker have reasonable grounds to believe that danger continues to exist?

Yes

i) DOHS calls Ministry of Labour inspector

ii) Worker may be assigned reasonable alternative work

iii) After being advised of the work refusal by a JHSC worker member or HSR, another worker may perform the refused work

Inspector investigates in consultation with worker, employer, and JHSC worker member or HSR.

Inspector provides written decision

No

Worker returns to work

Reprisals against workers who have acted in compliance with the Occupational Health and Safety Act are prohibited (R.S.O. 1990, c. O.1, s50)