



TELECOMMUNICATIONS WORKERS UNION
SYNDICAT DES TRAVAILLEURS (EUSES) EN TÉLÉCOMMUNICATIONS

**The Right to Refuse
Dangerous Work.**

**IT'S THE LAW,
USE IT!**

FEDERAL JURISDICTION

HOW THE RIGHT TO REFUSE WORKS

Under the *Canada Labour Code, Part II*, you have the right to refuse work that is a danger to yourself or a coworker.

If you believe the work you are about to do poses a danger to you or others, this is what to do.

EMPLOYEE

The first step is to report the problem to the employer specifying you intend to pursue the matter under *the Code*. Employees cannot be disciplined for refusing unsafe work.

EMPLOYER

Investigates and if they agree that a danger exists immediate action takes place to correct the danger. The employer must then inform the health and safety committee in writing of the matter and the action taken to resolve it.

EMPLOYEE

If the employer finds there is no danger, or if it's not corrected to your satisfaction, you can continue to refuse and must now report the danger to the employer and the health and safety committee.

The matter is investigated in your presence by an employee and employer member of the committee. They will provide a written report to the employer. If the danger still exists the employer must contact ESDC, Labour Program at 1-800-641-4049.

SAFETY OFFICER (MINISTER)

Investigates in the presence of you or your safety committee representative. Once the safety officer has reached a decision, they will give written notification of the decision to the employer and employee.

APPEAL

You can appeal a decision of no danger within 10 days. While the appeal is in progress, you must return to work. If you do not go back to work you are no longer protected by the *Code*.

The Right To Know: WHMIS

Workplace Hazardous Material Information

CLASS A



Compressed Gas

CLASS B



Flammable And
Combustible Material

CLASS C



Oxidizing Material

CLASS D



1. Materials Causing
Immediate and
Serious Toxic Effects



2. Materials Causing
Other Toxic Effects



3. Biohazardous
Infectious Material

CLASS E



Corrosive Material

CLASS F



Dangerously
Reactive Material

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