

Do You Know How to Refuse Dangerous Work?

STEP 1 Speak up and report the dangerous work or condition to your supervisor, employer or person in charge.

- Your employer must investigate and take action to protect you from the danger if it exists.
- If your employer eliminates or controls the hazard, you can resume work. If the danger still exists, proceed to step 2.

STEP 2 Work together.

- When it is safe to do so, your employer must inspect the danger and allow you to come along for the inspection.
- A health and safety committee (HSC) member or the health and safety (HS) representative must be involved in the inspection, or another worker if the work site does not have a representative.
- Unless your employer fixes the immediate danger, your employer must prepare a written report outlining the refusal, investigation and actions taken. Your employer must give you a copy of the report.
- If your employer does not agree there is a danger or you can't agree on a way to fix the problem, proceed to step 3.

You can not be fired or lose pay for refusing dangerous work.

Dangerous work includes:

- work you are not adequately trained to do.
- work without proper safety equipment.
- work involving health and safety hazards not normal for the job.

Your employer can assign someone else to do the work if they determine that no dangerous condition exists.

- **The employer must advise replacement worker(s), in writing, of the refusal, the reason for it, and their own right to refuse the work.**
- **You may be assigned alternate work until the problem has been investigated and fixed.**

STEP 3 If the dangerous condition is not remedied after the previous steps, call the Occupational Health and Safety (OHS) Contact Centre.

- An OHS officer will follow up and make a decision about what action to take.
- Both you and your employer must comply with the officer's decision.
- If, however, you or your employer disagrees with the decision of an officer, you can request that a Director of Inspection review the matter.



Scared to or unsure if you can or should refuse dangerous work?

Call the OHS Contact Centre. Calls are kept confidential.

1-866-415-8690 (Throughout Alberta)

780-415-8690 (Edmonton)

For the deaf or hard-of-hearing (TTY)

1-800-232-7215