

Procedures to resolve a refusal to work under Ontario's OHS:

Stage 1

Worker believes that work is unsafe.



Worker immediately informs **Manager/On Call** that work is being refused and why. **Worker** remains in a safe place.



Manager/On Call investigates in presence of:
1) the **worker**, AND
2) a worker member of the **Health and Safety Committee**, OR another **worker selected by the union to represent them**.



Resolved ?



YES

Worker Returns to Work!

No



Worker refuses to work because he or she has *Reasonable grounds* to believe the work is unsafe. Worker remains in a safe place.



Refusal goes to Stage 2

Stage 2

Worker has reasonable grounds for believing that work continues to be unsafe



Employer (or someone acting on behalf of the employer or worker) notifies the **Ministry of Labour Inspector**. The **worker** remains in safe place, or following notification, may be assigned other duties by the employer.



The Ministry of Labour Inspector Investigates in the presence of:
The Worker
The Employer
The Health and Safety Committee Member or Worker's Representative



The **Ministry of Labour Inspector** Comes to a decision and gives his Decision in writing to:
The Worker
The Employer
The Health and Safety Committee Member