

## Procedures to resolve a refusal to work under Ontario's OHSA:

### 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**