Procedure for a Work Refusal

First Stage

Worker considers work unsafe



Worker refuses to work.

Reports concern immediately to supervisor, safety representative, management representative.

Stays in safe place.



Supervisor/Department Head investigates with safety representative and worker.



Issue Resolved
Worker goes back to work.



Issue NOT Resolved

(Proceed to Second Stage)

Second Stage

With reasonable grounds to believe work is still unsafe, worker continues to refuse and remains in safe place.

Worker or employer of someone representing the worker or employer calls Ministry of Labour.

MOL Contact Centre: 1-877-202-0008



MOL Inspector investigates in company of worker, safety representative and supervisor or management representative.**



Inspector gives decision to worker, management representative/supervisor and safety representative in writing.



Changes are made if required or ordered.

Worker returns to work.

**Pending the MOL Investigation:

- The refusing worker may be offered other work if it does not conflict with a collective agreement.
- Refused work may be offered to another worker, but management must inform the new worker that the offered work is the subject of a work refusal. This must be done in the presence of:
 - a member of the joint health and safety committee who represents workers; or
 - a health and safety representative; or
 - a worker who because of his or her knowledge, experience and training is selected by the trade union that represents the worker or, if there is no trade union, by the workers to represent them.

Report unsafe work practices by calling: The Ministry of Labour Contact Centre at: 1-877-202-0008