

Do You Know How to Refuse Dangerous Work?

STEP 1 Speak up if you have health and safety concerns.

- Tell your supervisor, employer or the person in charge. Your employer has to address your concerns.
- Addressing issues early can prevent more serious problems later. Work together to keep everyone safe and healthy.

STEP 2 Serious and immediate threat to health and safety? Don't do it.

- Tell your supervisor, employer or the person in charge what you're refusing to do, and why. Tell them as soon as possible.
- Cooperate with your employer and do your part - as long as it's safe - to make sure no one gets hurt.
- Sometimes your employer can solve the problem right away.
- If not, they must take certain steps. These include inspecting the danger, fixing any problems and writing a work refusal report.
- Your employer can give you other work - as long as it's safe - while they carry out their obligations.
- When they're done, your employer must give you a copy of their report.

If your employer fixes the hazard - or if they don't find any serious and immediate threat after carrying out all their obligations - they can tell you to go back to work. Or, they can assign someone else to do it.

You can't be fired or lose pay if you refuse work that is an undue hazard.

Undue hazards are serious and immediate threats to health and safety.

Some examples are:

- **A structural collapse.**
- **A gas leak.**
- **Broken and unsafe tools.**

STEP 3 Notify Alberta Occupational Health and Safety (OHS) if the threat isn't resolved.

- An OHS officer will follow up.
- If the officer finds there is an undue hazard, they'll require your employer fix it.
- You and your employer must cooperate with the officer.
- If you or your employer disagree with the officer's decision, you may be able to appeal to the Alberta Labour Relations Board.

Questions, concerns, need more info?



Call OHS.

Calls are confidential.

1-866-415-8690 (Throughout Alberta)

780-415-8690 (Edmonton)

For the deaf or hard of hearing (TTY)

1-800-232-7215

Alberta