

It's your right to refuse

Canada Labour Code
Part II - Section 128

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- You have the right to refuse dangerous work if you have reasonable cause to believe that this work will endanger your health or endanger another worker's health.
- Bring your CUPW Union Representative with you when reporting your refusal to the employer.
- The employer must take immediate action and inform the Local Joint Health and Safety Committee of that action.
- You may continue to refuse if you believe that the employer did not correct the danger.
- There must be an investigation done by CPC and the CUPW Union Representative must be there.
- You may attend the investigation, if you want to.
- After the investigation, if the employer says it is safe but you do not think it is safe, you may continue to refuse.
- Employer must notify a Human Resources & Skills Development Canada (HRSDC) health and safety Officer.
- You may be assigned different work or be asked to stay in a safe place.
- The HRSDC Officer investigates in the presence of all parties.
- The HRSDC Officer will give you and the employer their decision in writing.
- If ordered to go back to work by the HRSDC Officer, you must comply.
- You or CUPW may put forward a written appeal of the decision within 10 days.

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