

SAFE WORK PRACTICES RIGHT TO REFUSE DANGEROUS WORK

**This information does not take precedence over OH&S. All employees should be familiar with the Saskatchewan Employment Act and the OH&S Regulations.*

Part III, Division 5 of the Saskatchewan Employment Act, 2013 states that a worker may refuse work which they believe to be “unusually dangerous”.

1. If a worker has reasonable grounds to believe a work activity would be unusually dangerous to himself or to another person, he must inform the supervisor immediately of the unsafe condition.
2. The supervisor will investigate the reported unsafe condition and take immediate steps to correct it.
3. Where corrective action taken by the supervisor does not correct the reported unsafe condition to the workers satisfaction, the matter will be referred to the Occupational Health Committee (OHC) for investigation.
4. If the worker is not satisfied with the outcome of the investigation and any corrective action taken by the OHC, the worker may again refuse the work and request that an occupational health officer investigate the matter. The decision of the occupational health officer will be final.
5. The refusing worker may be temporarily assigned to alternative work (at no loss of pay) until the issue is resolved.
6. Before another worker may be assigned to the work involving the reported unsafe condition (prior to its resolution under the procedure outlined above), that worker must be advised in writing of:
 - the first worker’s refusal of the work and the reasons for the refusal;
 - the reasons why management believes the second worker can carry out the work in a safe manner; and
 - the second worker’s right to refuse the work.
7. A worker will not be subject to disciplinary action as a result of any refusal of work which is in compliance with the OH&S Regulations.