The Work Refusal Process

Worker refuses to work because he/she has a reason to believe the work endangers health or safety.

Worker reports to his/her supervisor or employer.

Worker Representative is called in.

Employer or supervisor investigates in the presence of worker and worker representative.

Does employer or supervisor agree that the work is likely to endanger the worker’s health or safety?

Yes

Supervisor and employer takes corrective action.

Worker returns to work.

Worker Representative is called in.

Employer or supervisor investigates in the presence of worker and worker representative.

Does worker still have reasonable grounds to believe the work endangers health or safety?

Yes

Inspector investigates in consultation with the worker, supervisor or employer and worker representative.

Written decision by inspector*

Likely to endanger? Corrective action as ordered.

Worker returns to work.

No

Does worker still have reasonable grounds to believe the work endangers health or safety?

Yes

Ministry of Labour Inspector is called (worker may be assigned reasonable alternative work).

Inspector investigates in consultation with the worker, supervisor or employer and worker representative.

Written decision by inspector*

Likely to endanger? Corrective action as ordered.

Worker returns to work.

No

Does worker still have reasonable grounds to believe the work endangers health or safety?

Yes

Supervisor and employer takes corrective action.

Worker returns to work.

No

Worker returns to work.

*Inspectors order can be appealed