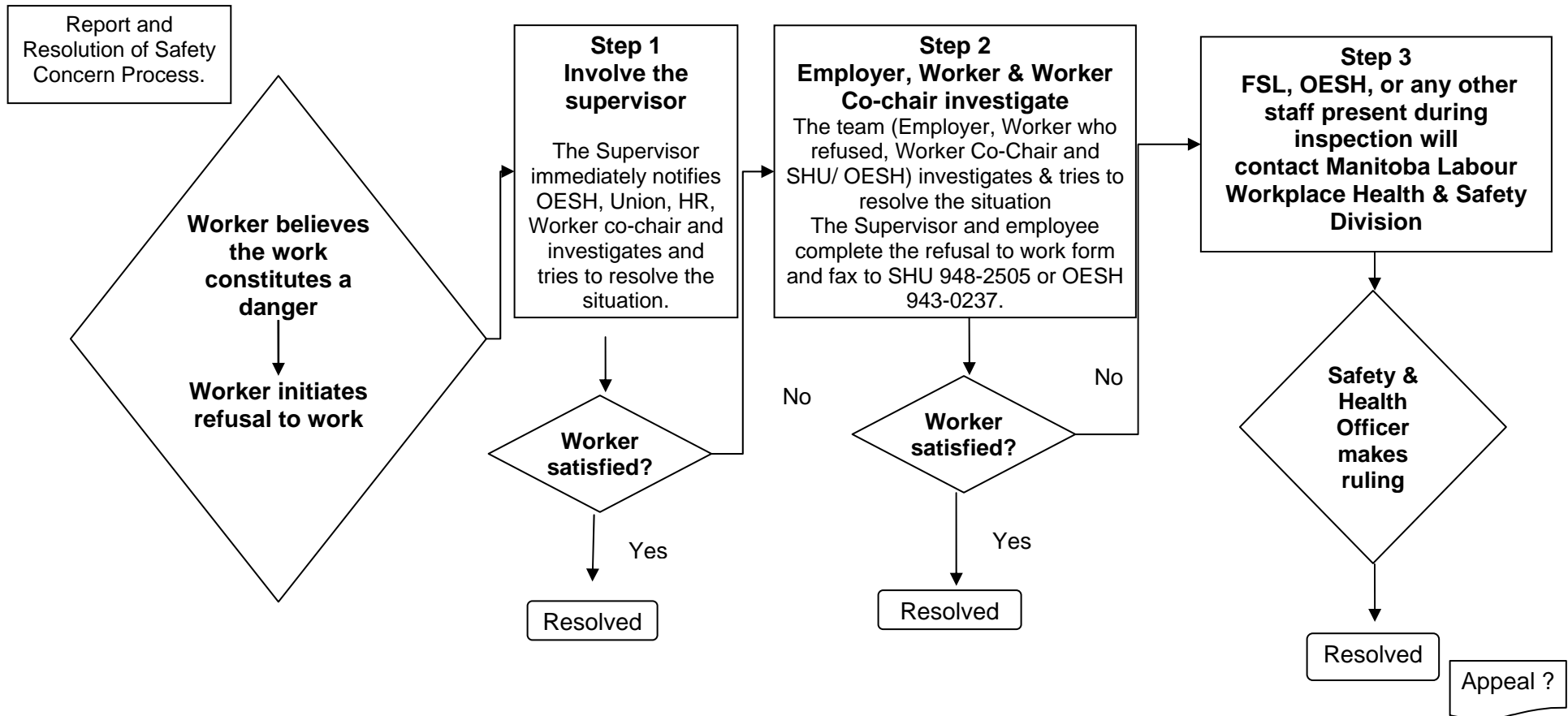


**Procedural Summary for Investigating
Right to Refuse Situations**



Workplace Safety and Health Act [C.C.S.M. c.W210] states that all workers have the **Right to Refuse** any task that the worker has reasonable grounds to believe is dangerous to his/her safety and health or the safety and health of other persons. Work refusals must be based on “reasonable grounds” and the employer can ask a second worker to do the job providing they are told of the reasons for the first employees’ refusal. The refusing worker is paid despite the refusal but can be reassigned. Workers carrying out duties or exercising rights, as set out under the *Workplace Safety and Health Act* [C.C.S.M. c.W210], are protected from discriminatory action. However, in order to exercise the right to refuse, **the Report and Resolution of Safety Concerns Process must have been followed** and the worker must have reasonable cause to believe that a condition or work activity is a danger or that the use of any equipment or thing at work presents a danger to themselves or to another employee. The right to refuse dangerous work should not be abused. It is intended to protect employees. If you have any questions about the right to refuse dangerous work or other matters related to health and safety in the workplace, contact the FSL Safety Unit at 204-782-5522/OESH at 204-837-0866 or consult the Operational Procedure–Right to Refuse Dangerous Work.