



# Right to Refuse unsafe work

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Quick N Quality Projects LTD  
Document Sender : Michelle Bryan

# Right to Refuse unsafe work

## PURPOSE

- To establish the right to refuse unsafe work without fear of reprisal, In accordance with Section 35 of the Alberta Occupational Health and Safety Act.
- To explain the circumstances in which a worker can refuse to perform unsafe work.
- Employees must be informed of their right and the fact that they are not to work in any manner or situation which may endanger themselves or others

## RIGHT TO REFUSE UNSAFE WORK

Any employee of Quick N Quality Oilfield LTD may refuse to work or do particular work where he or she has reason to believe there is an existence of Imminent Danger this includes but is not limited to:

- Any equipment, machine, device or thing the employee is to use or operate is likely to endanger himself, herself or another employee,
- The physical condition of the workplace or part thereof in which he or she works or is to work, is likely to endanger himself or herself,
- Any equipment, machine, device or thing he/she is to use or operate or the physical condition of the workplace or part thereof in which he/she works or is to work is in contravention of the Occupational Health & Safety Act and any associated regulations and such contravention is likely to endanger himself, herself, or any other employee, contractor, sub-contractor or the public.

## PROCEDURE

- 1) The employee writes up a notification of refusing work to their supervisor and must explain the reason for the refusal.
- 2) The supervisor must investigate and take action to eliminate the danger. There must be a written record of the investigation, and action taken. A copy of the investigation report must be provided to the employee refusing to do the work.
- 3) If, the employee in their opinion believes a danger still exists, the worker can file a complaint with their Occupational Health & Safety Officer as soon as possible.
- 4) The Officer shall investigate the complaint, and document actions taken in a written report. A copy of the report must be provided to the employee refusing work.
- 5) If you are not satisfied with the officer's report, you may appeal the report within 30 days, and request a review by the Occupational Health and Safety Council.

## Important

**An employee who refuses work under Section 35 of the Occupational Health and Safety Act cannot be disciplined or dismissed for their action.**



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## Audit

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