

Right to Refuse

Employee refuses work because they have reasonable grounds to believe the task is dangerous to their safety and health or that of others.



1

Report to Supervisor

The employee must first report to their supervisor. The supervisor investigates and attempts to resolve the dangerous condition.

Is the employee's right to refuse resolved?

Yes

Issue Resolved

Complete Right to Refuse report.

No

2

Involve Safety Committee Member

The supervisor and a member of the LASH Committee will respond and attempt to investigate/ resolve the dangerous condition. EHSO will assist in the process.

Is the employee's right to refuse resolved?

Yes

Issue Resolved

Complete Right to Refuse report.

No

3

MB Workplace Safety and Health is Notified

The supervisor and a member of the LASH Committee will respond and attempt to investigate/ resolve the dangerous condition. EHSO will assist in the process.

Is the employee's right to refuse resolved?

Yes

Issue Resolved

Complete Right to Refuse report.

No

The employee or the employer disagree how the issue was resolved.

Appeal

The employee or the employer can appeal the decision made by MB Workplace Safety & Health.



University of Manitoba

Environmental Health and Safety Office