Generic Work Refusal Procedure

Worker refuses unsafe/dangerous work.

Worker immediately reports to supervisor or employer.

Supervisor investigates.

Unsafe condition / hazard is corrected. Refusal ends. Worker returns to work.

Supervisor reports to worker that no unsafe condition / hazard exists.

Worker does not accept supervisor’s report and continues to refuse work.

Supervisor and an hourly safety committee member investigate the work refusal and report to worker.

Unsafe condition / hazard is corrected. Refusal ends. Worker returns to work.

The report is no hazard exists, the worker continues to refuse. The worker and the supervisor report to regulator (e.g. WCB or ministry).

Regulator will investigate the report.

Regulator will issue an inspection report informing all parties that there is no unsafe condition / hazard was identified.

Regulator will issue an inspection report addressing the unsafe condition / hazard.

NOTE: There are different procedures in each jurisdiction. Please refer to the procedures for your province or territory for the correct procedure.