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GENERAL MANUAL POLICY

APPROVED BY:



Executive Director

CATEGORY: Health & Safety

TOPIC: Worker Rights

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POLICY

It is the policy of Community Living Thunder Bay that the rights of workers under the Occupational Health and Safety Act be communicated to employees.

PURPOSE

To ensure that all employees are aware of their rights under the Occupational Health and Safety Act.

RESPONSIBILITY

It is the responsibility of the Joint Occupational Health and Safety Committee to ensure employees' rights are communicated to them.

Initial: AB

GENERAL MANUAL PROCEDURE

TOPIC: Worker Rights

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PROCEDURE:

1. At the time of orientation the Joint Occupational Health and Safety Committee will ensure that the following rights are communicated to employees:
 - Right to know about workplace health and safety hazards
 - Right to participate in making recommendations on health and safety issues
 - Right to refuse work if they believe it endangers health and safety
 - The right to refuse unsafe work may be limited if:
 - A circumstance is inherent in the worker's work or is a normal condition of the worker's employment 43(1)(a)
 - or
 - When the worker's refusal to work would directly endanger the life, health or safety of another person 43(1)(b)