



Right to Refuse Dangerous Work Policy

Revision Date: June 1, 2023

A worker may refuse to work if he or she believes that the work constitutes a danger to his or her safety or health or to the safety or health of another worker or another person.

A refusal of work must immediately be reported to the supervisor or the employer. An investigation must be done before the worker can or will return to his or her duties.

The dangerous condition must immediately be inspected in the presence of the worker and one of the following:

- The worker co-chair of the Safety and Health Committee if there is one;
- A workplace safety and health representative
- If no committee or representative, another worker selected by the worker who is refusing to work

The person required to inspect the dangerous condition shall take any action necessary to remedy any dangerous condition or ensure that such action is taken.

Until the dangerous condition is remedied, the worker who resorted it may continue to work or do particular work.

When a worker has refused to work or do particular work, the employer shall not request or assign another worker to do the work unless:

- (a) The employer has advised the other worker, in writing, of
 - (i) The first worker's refusal
 - (ii) The reasons for the refusal
 - (iii) The other worker's right to refuse dangerous work under this section, and
 - (iv) The reason why in the opinion of the employer, the work does not constitute a danger to the safety or health of the other workers, another worker or any person.

**Please refer to the Manitoba Workplace Safety and Health Act Section 43 for additional requirements and information*