

“ Do You know what your rights are? ”



»»» WHAT IS OCCUPATIONAL HEALTH & SAFETY?

Ontario's *Occupational Health and Safety Act (OHSA)* gives workers rights. It sets out roles for employers, supervisors and workers so **WORKPLACES CAN BE MADE SAFER.**

»»» WHO IS COVERED BY THE OHSA?

ALMOST EVERYONE working in Ontario, whether unionized or not, is covered by the OHSA.

»»» EMPLOYER'S RESPONSIBILITY

Employers must take every precaution reasonable to **PROTECT WORKERS.** —OHSA 25(2)(h)

»»» WORKER'S RIGHTS

- » You have **THE RIGHT TO KNOW** about any hazards at work that you may be exposed to.
- » You have **THE RIGHT TO PARTICIPATE** in the process of identifying and resolving health and safety concerns.
- » You have **THE RIGHT TO REFUSE** to do work you believe is unsafe.

It is **ILLEGAL FOR YOUR EMPLOYER TO PENALIZE** or threaten to penalize you for exercising or asking about these rights.

»»» WORKER'S RESPONSIBILITIES

To help maintain a safe and healthy workplace, you also have duties. You must:

- » **FOLLOW THE LAW** and workplace health and safety policies and procedures.
- » **WEAR AND USE** the protective equipment required by your employer.
- » **WORK AND ACT** in a way that will not hurt you or anyone else.
- » **REPORT** any hazards or injuries to your supervisor.



»»» THE RIGHT TO KNOW

You have the right to receive **TRAINING** in order to:

- » **DO YOUR JOB SAFELY**
- » **KNOW WHAT TO DO IN THE CASE OF EMERGENCY OR INJURY**

You have the right to receive **INFORMATION** on many types of hazards that may exist in your workplace, including:

- » **MACHINERY AND EQUIPMENT**
- » **WORKING CONDITIONS**
- » **VIOLENCE & HARASSMENT AT WORK**

The OHSA requires your employer to do **EVERYTHING REASONABLE** to protect you from being hurt or getting a work-related illness.

Together with the **OHSA**, there are regulations that require your employer to ensure you are adequately trained and informed to do your job.

For example:

- » Your employer must ensure you receive basic **HEALTH AND SAFETY AWARENESS TRAINING.**
- » If you work with **HAZARDOUS CHEMICALS** or other dangerous substances, you have a right to be trained on how to use and handle substances safely and know what the health effects are from exposure to them.
- » There are many other hazards you have a **RIGHT TO BE TRAINED** on if you are or may be exposed to them.



»»» THE RIGHT TO PARTICIPATE

The **OHSA** gives you the right to participate and get involved in helping to make and keep your workplace safe and healthy. Based on the number of workers employed, workplaces are required to have a:

JHSC

JOINT HEALTH AND SAFETY COMMITTEE with half the committee made up of workers.

20+ WORKERS

HSR

HEALTH AND SAFETY REPRESENTATIVE who needs to be one of the workers.

6-19 WORKERS

- » **ASK QUESTIONS** when you are not sure about something.
- » Every worker has the right and responsibility to **REPORT ANY HAZARDS** at work to their supervisor.
- » You can help your HSR or worker member of the JHSC by **POINTING OUT** possible hazards in your workplace.
- » You can **VOLUNTEER** or **BE APPOINTED** by your union to be a HSR or a worker member of the JHSC.

»»» DID YOU KNOW?

APRIL 28 is Canada's official **National Day of Mourning** for workers killed and injured on the job. Observed by Canadian unions since 1984, it was officially proclaimed by the Government of Canada in 1991, and has since spread to more than 100 countries. Workers, their families, and their unions gather on **April 28** to pay respect to workers killed and injured on the job across Canada and the world, often laying wreaths at local monuments in their honour.

»»» IMPROVING HEALTH & SAFETY IN YOUR WORKPLACE

Find out about your JHSC or HSR. Talk to them and your co-workers about health and safety concerns. If your employer does not address the concerns, you can exercise your right to refuse to work if you believe it is not safe.

You can also contact the Ministry of Labour at **1-877-202-0008** or find out more information at www.labour.gov.on.ca

»»» EMPLOYER PUNISHING YOU OR THREATENING YOU?

If you feel your employer is taking action against you for raising health and safety concerns or exercising your health and safety rights, you can contact the Ministry of Labour or your union, if you have one.

If you do not belong to a union you can seek free help from the **OFFICE OF THE WORKER ADVISER (1-855-659-7744)** or the **WORKERS' HEALTH AND SAFETY LEGAL CLINIC (1-877-832-6090).** **YOU ARE NOT ALONE!**

»»» THE RIGHT TO REFUSE UNSAFE WORK

You have the right to refuse unsafe work when you have **REASON TO BELIEVE** that:

- » **The work you are doing or the EQUIPMENT OR MACHINERY you are using might hurt you or someone you work with or the physical condition of the workplace is dangerous;** or
- » **You also have the right to refuse work if you are in danger from WORKPLACE VIOLENCE.**

HOW TO REFUSE UNSAFE WORK

- 01** Upon refusing unsafe work, you must **IMMEDIATELY TELL YOUR EMPLOYER OR SUPERVISOR.**
- 02** Your employer is **LEGALLY REQUIRED TO INVESTIGATE** with a worker member of the JHSC or HSR.
- 03** You must remain in a **SAFE PLACE, NEAR YOUR WORKSTATION,** until the investigation is complete.
- 04** If you have **REASONABLE GROUNDS** to think that your work is still hazardous following the employer's investigation, the employer must have a **MINISTRY OF LABOUR INSPECTOR** called in to investigate.



»»» WHAT DO I DO IF I AM INJURED AT WORK?

If you are injured at work or develop an illness because of exposure to toxic chemicals, you must:

- » **SEEK MEDICAL ATTENTION (first aid and/or health care).**
- » **TELL YOUR EMPLOYER as soon as possible.**
- » **KEEP A RECORD of related details.**

