

REFUSAL of UNSAFE WORK PROGRAM

2023

SAFETY & SECURITY

Ufv.ca



1. Introduction

The refusal of unsafe work is a fundamental right and responsibility held

4. Supplementary Process Information:

1. Initial Refusal of Unsafe Work and Informal Investigation
 - a. Refusing workers are required to report the refusal to their supervisor immediately for their own safety and for the safety of those around them. Refusal of unsafe work is a collaborative process, so the worker is to remain at work to participate in the process. This could mean when unsafe work is identified, the worker stops what they are doing immediately, sets the area if possible, and seeks out their supervisor or employer immediately.
 - b. The supervisor is to investigate the report of unsafe work with the reporting worker. Supervisors should keep detailed notes that include information regarding date/time of report an investigation, details of refusal and conclusions. The supervisor will also notify the

5. Reassignment of Refused Work:

If a worker refuses work under section 3.12, UFV must not require or permit another worker to do the refused work unless:

- A.
- B. The matter has been resolved, or
- C. UFV has, in writing advised the other worker, their union representative, and JCHSC representative:
 - I. The refusal
 - II. The unsafe condition reported
 - III. The reasons why the work would not create an undue hazard to the health and safety of the other worker or any other person
 - IV. The right of the other worker to refuse unsafe work