



Rights and Responsibilities T- Chart Activity

Student
WorkSafe
Program

Part 1

Rights

Responsibilities

Part 2

*Worker
Responsibilities*

*Employer
Responsibilities*



Rights and Responsibilities in the Workplace

Instruction of Workers

Rights and Responsibilities

- A)** Every employer must ensure the adequate direction and instruction of workers in the safe performance of their duties.
- B)** Every supervisor is responsible for the proper instruction of workers under the supervisor's direction and control, and for ensuring their work is performed without undue risk.

Refusal of Unsafe Work

Procedure for refusal of unsafe work

- C)**
 - 1: A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.
 - 2: A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to subsection (1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.
 - 3: A supervisor or employer receiving a report made under subsection (2) must immediately investigate the matter and
 - (a) ensure that any unsafe condition is remedied without delay, or
 - (b) if in his or her opinion the report is not valid, must so inform the person who made the report.
 - 4: If the procedure under the WCB regulations does not resolve the matter and the worker continues to refuse to carry out the work process or operate the tool, appliance or equipment, the supervisor or employer must investigate the matter in the presence of the worker who made the report and in the presence of:
 - (a) a worker member of the occupational health and safety committee,
 - (b) a worker who is selected by a trade union representing the worker, or
 - (c) if there is no occupational health and safety committee or the worker is not represented by a trade union, any other reasonably available worker selected by the worker.
 - 5: If the investigator under the WCB regulations does not resolve the matter and the worker continues to refuse to carry out the work process or operate the tool, appliance or equipment, both the supervisor, or the employer, and the worker must immediately notify an officer, who must investigate the matter without undue delay and issue whatever orders are deemed necessary.



Rights and Responsibilities in the Workplace

Refusal of Unsafe Work

W.C.B. Regulation: gives you the right to refuse to do work if you have reasonable cause to believe that by doing such work you would cause undue hazard to yourself or a coworker. If you refuse to do work you consider unsafe there is a specific procedure that must be followed:

- you must discuss the situation with your supervisor or employer
- if the matter is not resolved, then a worker representative is involved
- if the matter is still unresolved, a WCB Field Officer is called in by both worker and management representatives
- you are to be temporarily reassigned to another job while the matter is being resolved

If you feel you must refuse work, be sure to follow the procedures in the regulation and any other policies that the employer may have.

Do not just stop work and go home!

If you do not follow the procedures you may be subject to whatever disciplinary action your employer feels appropriate.

Your responsibilities for the right to refuse work are:

- have reasonable cause***
- follow all procedures in Regulations***
- be aware of Regulation :
No disciplinary action***

(1) A worker must not be subject to disciplinary action because the worker has acted in compliance with W.C.B. Regulations or with an order made by an officer.

(2) Temporary assignment to alternative work at no loss in pay to the worker until the matter in compliance with W.C.B. Regulation is resolved is deemed not to constitute disciplinary action.

In summary, the Regulation protects a worker from disciplinary action if all the steps are followed.

How To Beat the Odds

If you're a guy age 15-24, you're much more likely to be injured on the job than any other worker. More than 50% of accidents involving young workers occur during the first six months on the job.

Here's how to beat the odds:

- Ask your employer for job safety training.
- Wear safety gear when required.
- Always follow safe work procedures.
- Immediately correct unsafe conditions or report them to your supervisor.
- Know how to handle any hazardous materials or chemicals you use on the job.
- Talk to your supervisor before starting any task you believe unsafe.

Need safety info or advice?

Talk to your supervisor. Or call the WCB Prevention Information Line at (604)276-3100 (Lower Mainland) or Toll Free 1-888-621-SAFE (7233)

All calls are anonymous.

Or visit www.worksafebc.com

Assignment

Choose a job that you think you may be doing in the future (or are currently doing).

Access www.worksafebc.com to research and report on the following:

- your rights and responsibilities on the job
- your employer's rights and responsibilities
- a list of health and safety resources available from the WCB specific to your job
- the hazards associated with the job
- 3 different young worker statistics