Worker refuses to work because he/she has reason to believe that the task endangers health or safety

Worker reports problem to the supervisor

Supervisor advises EHS. EHS advises JHSC certified worker member

Supervisor investigates in the presence of the worker and the JHSC certified worker member

Does the supervisor agree that the situation endangers health or safety?

Yes

The supervisor takes corrective action

Is the worker satisfied with the corrective action?

Yes

The worker returns to work

No

The worker remains in a safe place. The worker may be assigned reasonable alternative work

The supervisor may assign the refused work to another worker, if deemed safe to do so, but must tell the second worker about the refusal and its reasons, in the presence of the JHSC certified worker member

No

The Ministry of Labour contacts the Ministry of Labour to advise of the Work Refusal

The MOL inspector investigates in the presence of the worker, the supervisor, and the JHSC certified worker member

The Ministry of Labour provides a written decision

Corrective action is taken if ordered

The worker returns to work

No

The worker returns to work

No

The Ministry of Labour must be contacted

The worker returns to work

Yes

Yes

The worker returns to work

NO

YES

Does the worker still have reasonable grounds to believe that the situation endangers health or safety?

NO

The worker returns to work

YES

The Ministry of Labour contacts the Ministry of Labour to advise of the Work Refusal

The MOL inspector investigates in the presence of the worker, the supervisor, and the JHSC certified worker member

The Ministry of Labour provides a written decision

Corrective action is taken if ordered

The worker returns to work