

What does the law say ...about Worker Rights and Obligations on workplace health and safety?

Worker Obligations

Workers are required to work in compliance with the provisions of the *Occupational Health and Safety Act*, the regulations and the requirements of the employer. Section 28(1)(a)(b).

Workers are required to report to the employer or supervisor any contravention of the Act or regulations, or any hazards they are aware of. Section 28(1)(c)(d).

The Right to Know

Workers have the right to know about any potential hazards in the workplace. They have a right to training and information on machinery, equipment, working conditions, processes and hazardous substances. The Workplace Hazardous Materials Information System (WHMIS) is an example of a worker's right to know. See Section 25.

The Right to Participate

Workers have the right to be part of the process of identifying and resolving workplace health and safety concerns. They participate through worker membership on joint health and safety committees and reporting concerns to their supervisor or employer. See Section 8 and 9.

The Right to Refuse Unsafe Work

Workers have the right to refuse work they believe is dangerous to their own health and safety or to another worker. The Act includes the process for refusing work and employer responsibilities for responding to refusals. The Act also provides workers with protection from reprisal from the employer. See Section 43(3).

Want more information about

- The *Occupational Health and Safety Act* and provincial regulations, contact the nearest office of the Ministry of Labour.
- General health and safety information, call our Prevention Hotline at 416 344-1016 or 1-800-663-6639.

Workplace Safety and Insurance Board

Ontario's Workplace Safety and Insurance Board (WSIB) plays a key role in the province's occupational health and safety system. Funded by employers, the WSIB is one of the top 10 disability insurers in North America. In addition to a strong prevention mandate, the WSIB provides insurance for injuries and illnesses incurred in workplaces covered under the *Workplace Safety and Insurance Act* and supports early and safe return to work for injured workers.

This information is available in several languages by calling our information hotline at 416-344-4999 toll-free 1-800-465-5606 or Telephone Service for the Deaf (TTY): 1-800-387-0050