

# **HR 192 Worker's Rights**

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The Act gives three basic rights:

## **1. The Right to Participate**

Workers have the right to be part of the process of identifying and resolving workplace health and safety concerns. This right is formally expressed through worker membership on Joint Health and Safety Committees (if one exists) and informally through fulfilling their duties to report unsafe conditions, making suggestions, etc.

## **2. The Right to Know**

Workers have the right to know about any potential hazard to which they may be exposed. This means the right to receive training and information on machinery, equipment, working conditions and potentially hazardous substances. The Act and WHIMIS regulations play an important role in giving workers the right to know.

## **3. The Right to Refuse Unsafe Work**

A worker has the right to refuse unsafe work that he or she has reason to believe may endanger him/herself or another worker.

The Act describes the exact process for refusing dangerous work and the responsibilities of the CEO, or designate to handle work refusals, and the refusing worker.

**See “Right to Refuse Unsafe Work Flow Chart”**