TOOLBOX TALKS

Say “No” to Unsafe Acts

Workers' Right to Refuse Dangerous Work

If you believe working conditions are unsafe or unhealthful, we recommend that you bring the conditions to your employer's attention, if possible.

You may file a complaint with the Health & Safety department concerning a hazardous working condition at any time. However, you should not leave the worksite merely because you have filed a complaint. If the condition clearly presents a risk of death or serious physical harm, there is not sufficient time for Health & Safety department to inspect, and, where possible, you have brought the condition to the attention of your employer, you may have a legal right to refuse to work in a situation in which you would be exposed to the hazard.

Your right to refuse to do a task is protected if **all** the following conditions are met:

- Where possible, you have asked the employer to eliminate the danger, and the employer failed to do so; and
- You refused to work in "good faith." This means that you must genuinely believe that an imminent danger exists; and
- A reasonable person would agree that there is a real danger of death or serious injury; and
- There isn't enough time, due to the urgency of the hazard, to get it corrected through regular enforcement channels, such as requesting an OSHA inspection.

You should take the following steps:

- Ask your employer to correct the hazard, or to assign other work.
- Tell your employer that you will not perform the work unless and until the hazard is corrected; and
- Remain at the worksite until ordered to leave by your employer.

If your employer retaliates against you for refusing to perform the dangerous work, contact your Health & Safety Department immediately.

DISCUSSION

Questions from staff

Comments by staff

Suggestions from staff

TOOLBOX TALK ATTENDANCE REGISTER

Date		**Facilitator Name:**	
Site/Department:		**Facilitator Signature:**	
Topic:			

The information in this document had been explained to me and I understand the content

Emp Name	Emp No	Signature	Emp Name	Emp No	Signature