



Work Refusal

Under the OHSA an employee has the right to refuse unsafe work if they think that an activity is unsafe to themselves or others and there are formal work refusal processes.

<https://www.labour.gov.on.ca/english/hs/pubs/refusalprint.php>

Certain groups of employees are not entitled to refuse work where the danger is an inherent part of their work or where their withdrawal of services would directly endanger a life or the health and safety of another person (e.g. police, firefighters, etc.)

Other employees have the right to refuse work if they have a bona fide belief that a condition within the workplace constitutes a risk to their health and safety. This may include a concern for the spread of a serious illness such as COVID-19.

If an employee is refusing work due to COVID-19 the Manager along with the JHSC is required to investigate the refusing employee or the situation potentially causing the risk.