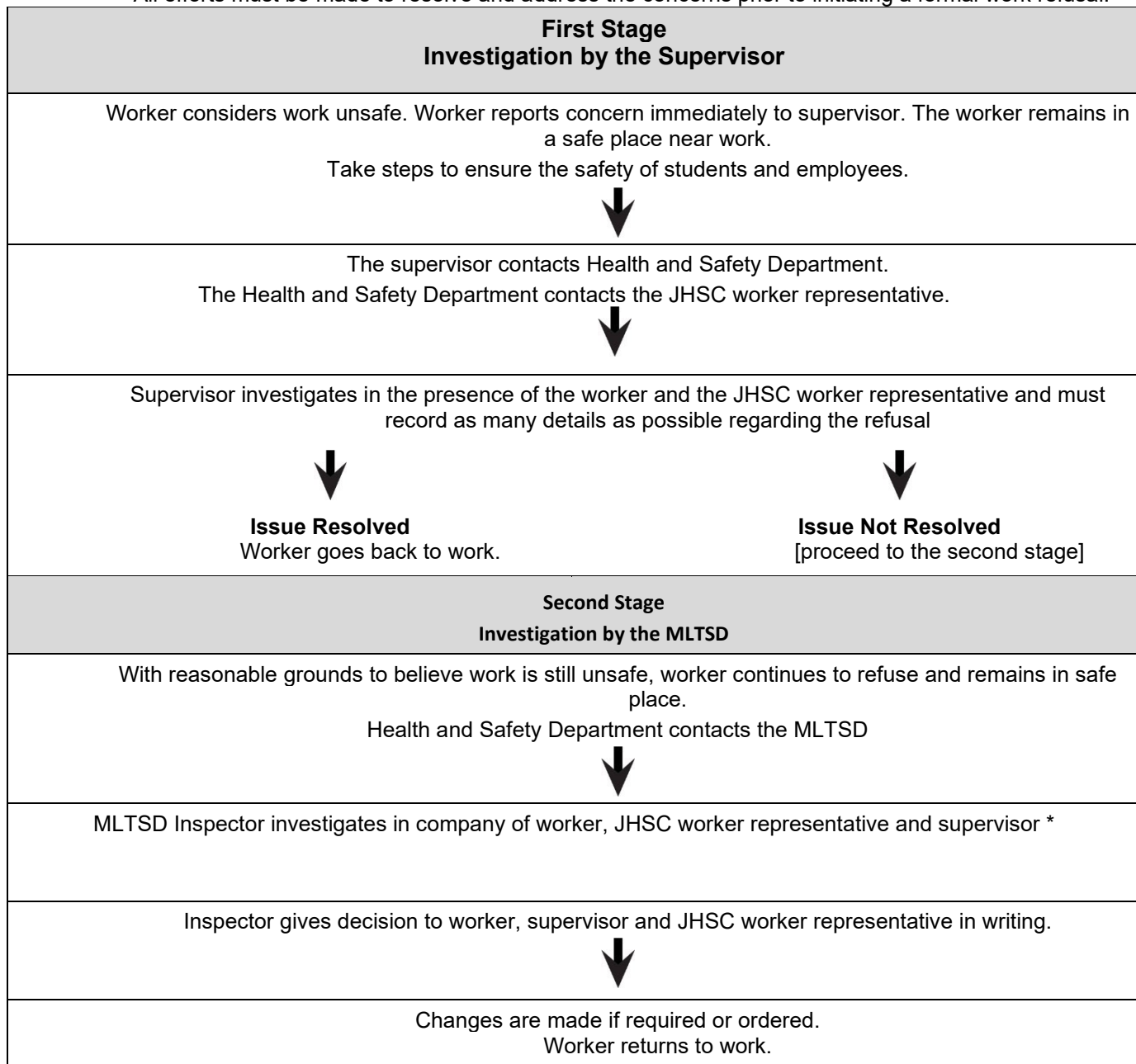


Appendix:

Work Refusal Process: Appendix A

Staff have the right and a legal obligation to inform their supervisor of safety concerns as they arise. All efforts must be made to resolve and address the concerns prior to initiating a formal work refusal.



* Pending the MOL investigation:

- The refusing worker may be offered reasonable alternative work during their normal working hours if it does not conflict with their collective agreement (as applicable).
- Refused work may be offered to another worker, but supervisor must inform the new worker that the offered work is the subject of a work refusal. This must be done in the presence of a worker representative.

Flowchart adapted by Ontario Ministry of labour website:

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