

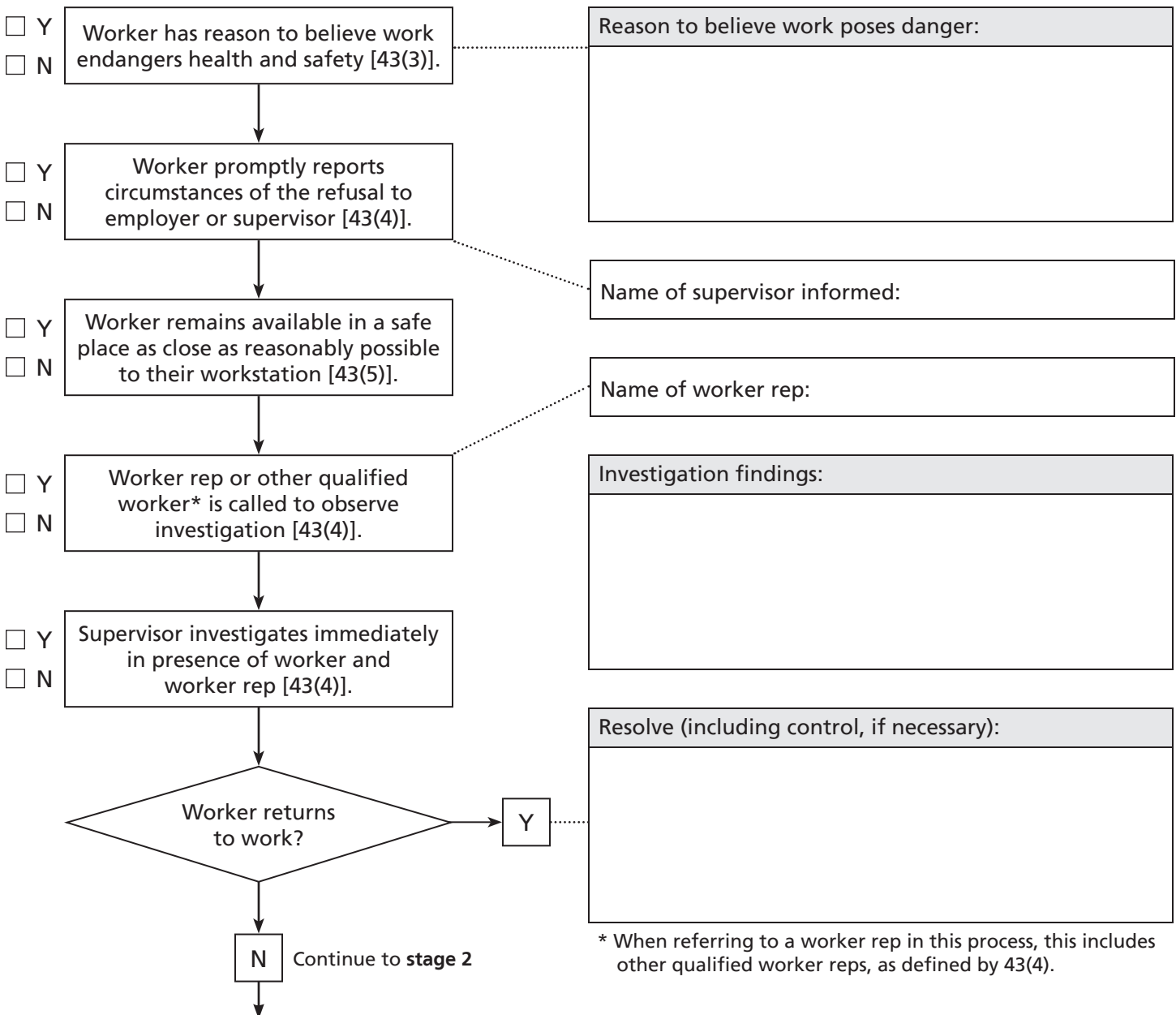
Work refusal tracking form



Worker representatives use this form to track and record a work refusal process when the worker has reason to believe work endangers their health and safety [43].

Certain workers have a limited right to refuse and can only refuse if a) the circumstance is inherent in their work or is a normal condition of their workplace or, b) they are not directly endangering the life, health or safety of another person [43(1)]. Such workers include firefighters, healthcare workers, correctional officers, paramedics and other similar services that involve working with the public [43(2)].

Stage 1		
Date:	Time:	Location:
Worker:	Supervisor:	Attending Worker Representative:



Stage 2

<input type="checkbox"/> Y <input type="checkbox"/> N	Worker continues to refuse.	Reasonable grounds for continued refusal:
<input type="checkbox"/> Y <input type="checkbox"/> N	Worker, rep, supervisor or employer contacts MOL inspector to investigate [43(6)].	
<input type="checkbox"/> Y <input type="checkbox"/> N	Worker remains in a safe place as close as reasonably possible to their workstation during investigation [43(10)].	
<input type="checkbox"/> Y <input type="checkbox"/> N	Pending inspector's investigation and decision, worker remains available during their normal working hours [43(10)].	If so, what alternate work or other directions were given:
<input type="checkbox"/> Y <input type="checkbox"/> N	Employer assigns employee reasonable alternate work or other directions, subject to collective agreement if applicable [43(10.1)].	
<input type="checkbox"/> Y <input type="checkbox"/> N	Was a second worker approached to complete refused work?	Name of second worker:
<input type="checkbox"/> Y <input type="checkbox"/> N	Worker rep is present when second worker told of refusal and reasons for it [43(11),(12)].	
<input type="checkbox"/> Y <input type="checkbox"/> N	Inspector investigates refusal in consultation with employer, worker and worker rep [43(7)].	
<input type="checkbox"/> Y <input type="checkbox"/> N	Inspector decides if circumstance is likely to endanger worker or another person [43(8)].	MOL inspection: MOL inspector name: Written orders attached?: <input type="checkbox"/> Y <input type="checkbox"/> N
<input type="checkbox"/> Y <input type="checkbox"/> N	Inspector provides written decision to supervisor, worker and rep [43(9)].	