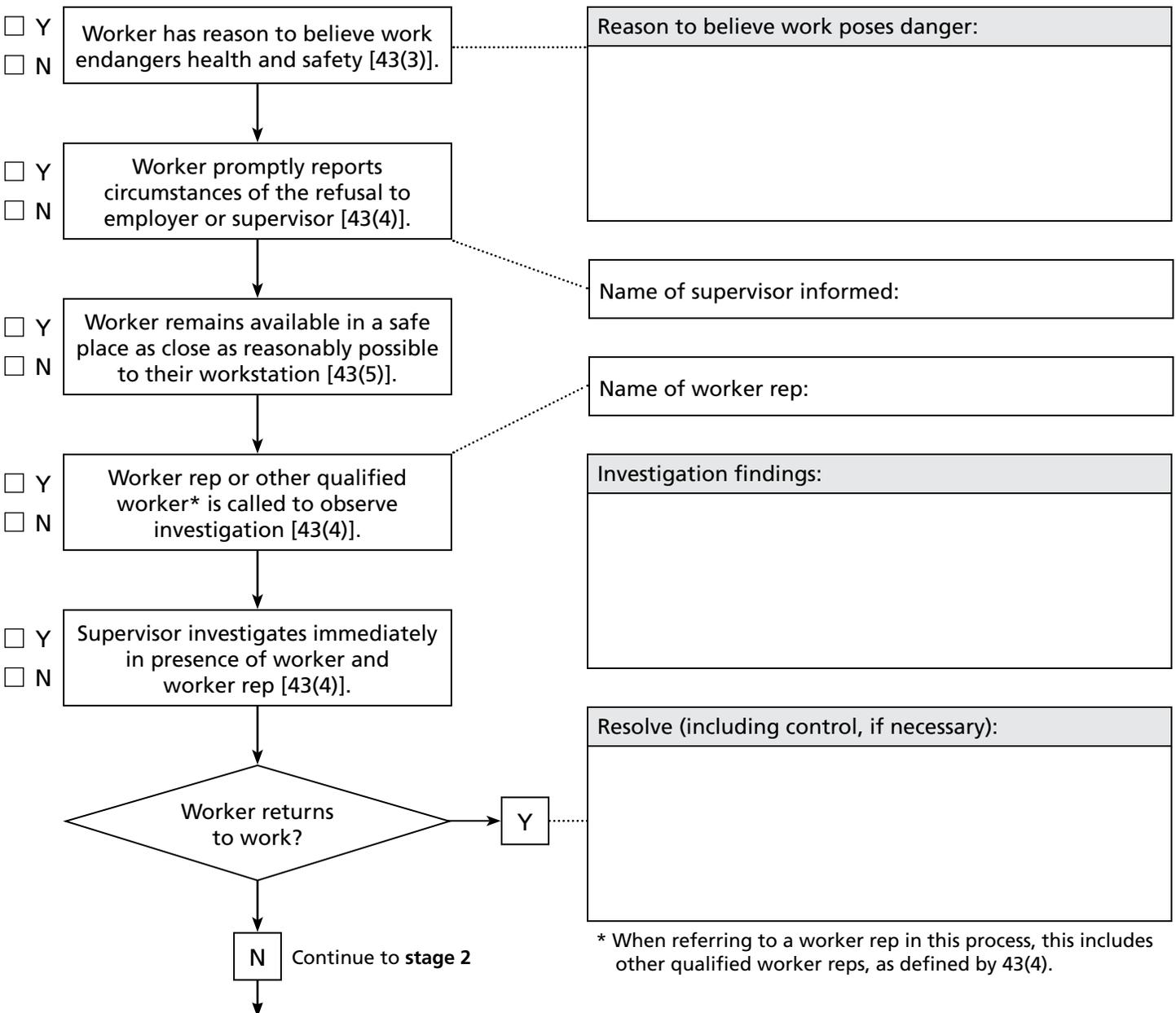


Work refusal tracking form

Worker health and safety 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:



* When referring to a worker rep in this process, this includes other qualified worker reps, as defined by 43(4).

Stage 2

Y
 N

Worker continues to refuse.

Reasonable grounds for continued refusal:

Y
 N

Worker, rep, supervisor or employer contacts MOL inspector to investigate [43(6)].

Y
 N

Worker remains in a safe place as close as reasonably possible to their workstation during investigation [43(10)].

Y
 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:

Y
 N

Employer assigns employee reasonable alternate work or other directions, subject to collective agreement if applicable [43(10.1)].

Y
 N

Was a second worker approached to complete refused work?

Name of second worker:

Y
 N

Worker rep is present when second worker told of refusal and reasons for it [43(11),(12)].

Y
 N

Inspector investigates refusal in consultation with employer, worker and worker rep [43(7)].

Y
 N

Inspector decides if circumstance is likely to endanger worker or another person [43(8)].

MOL inspection:
MOL inspector name:
Written orders attached?: Y N

Y
 N

Inspector provides written decision to supervisor, worker and rep [43(9)].