

HAZARDOUS WORK REFUSAL FORM

Under the [Occupational Health and Safety Act](#) (sections 15 and 16)

- all employees have the right to refuse work they believe to be unsafe without being subject to discipline,
 - (15.5) except if their refusal to perform the work puts the life, health, safety or physical well being of another person in immediate danger or if the conditions under which the work is to be performed are ordinary conditions in that kind of work.
- All refusals to work must be reported immediately to their supervisor who shall immediately investigate the situation in the presence of the employee and in the presence of one of the following;
 - A Joint Occupational Health and Safety Committee member
 - a Health and Safety Representative who represents the employee
 - another employee selected by the employee refusing the work, who shall be made available and shall attend without delay

COMPLETED BY EMPLOYEE

Date	(YYYY-MM-DD)	Time	
Name		Phone Number	
Branch		Unit	

TASK YOU ARE REFUSING TO PERFORM

REASON FOR REFUSING (Please be specific about why you think the task is hazardous and why the current safety precautions in place are not adequate)

Employee Signature:

INVESTIGATION

Supervisor Name		Position	
Date of Investigation	(YYYY-MM-DD)	Time of Investigation	

Name of Other (Committee Representative, Health and Safety Representative or another employee selected by the employee reporting)

Details of Investigation

Corrective Action Recommended/Taken

Employee Satisfied Problem Solved YES No

Employee Signature _____ Date (YYYY-MM-DD)

Supervisors Signature _____ Date (YYYY-MM-DD)

Other Signature _____ Date (YYYY-MM-DD)

EMPLOYEE NOT SATISFIED

YWCHSB Notified Method: _____ Date (YYYY-MM-DD) Time

Name of YWCHSB Safety Officer

Outcome of YWCHSB Safety Officer Investigation

CONCLUSION

Employee Satisfied Problem Solved YES No

Employee Signature _____ Date (YYYY-MM-DD)

Supervisors Signature _____ Date (YYYY-MM-DD)

Human Resources Notified YES No

Name of HR Representative

Date (YYYY-MM-DD) Time Method

Note: If final decision by YWCHSB Safety Officer indicates that the employee abused their rights, disciplinary measures may be imposed within 10 days