Handling Work Refusals and Avoiding Reprisal Complaints



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One of the most powerful protections for employees under the Occupational Health and Safety Act is the right to refuse unsafe work. While the right to refuse unsafe work has proven to be an essential element of safeguarding workplace safety, it has also been improperly used as a tool for other, non-safety related ends by employees and organized labour. Employers must navigate these treacherous waters, ensuring that legitimate work refusals are dealt with appropriately, while preventing abuse of this significant power.

This webinar covers:

· The legal framework governing work refusals
· The interplay between work refusals and workplace violence and harassment
· How to deal with inspectors during work refusals
· How to determine and impose discipline for bad faith work refusals
· The consequences of breaches of the right to refuse unsafe work