

HR 192 Worker's Rights

Originating Document – June 2003

Effective Date – LB-105-2015, November 25, 2015

Last Modified – November 2012, June 17, 2015, November 25, 2015, April 26, 2017

Last Modified – LB-091-2019-November 28, 2019

The Act gives three basic rights:

1. The Right to Participate

Workers have the right to be part of the process of identifying and resolving workplace health and safety concerns. This right is formally expressed through worker membership on Joint Health and Safety Committees (if one exists) and informally through fulfilling their duties to report unsafe conditions, or make suggestions, for example.

2. The Right to Know

Workers have the right to know about any potential hazard to which they may be exposed. This means the right to receive training and information on machinery, equipment, working conditions and potentially hazardous substances. The Act and WHIMIS regulations play an important role in giving workers the right to know.

3. The Right to Refuse Unsafe Work

A worker has the right to refuse unsafe work that they have reason to believe may endanger themselves or another worker.

The Act describes the exact process for refusing dangerous work and the responsibilities of the CEO, or designate, to handle work refusals, and the refusing worker.

See “Right to Refuse Unsafe Work Flow Chart”