

Legal Information and Resources:

The *Occupational Health and Safety Act* (OHSA) imposes obligations on most employers about training, provision of safety equipment, maintenance of machines to certain standards, making safety information available, setting up health and safety committees, and taking every precaution reasonable to protect workers.

The OHSA gives most workers the right to refuse unsafe work. The process of refusing work is set out in the Ministry of Labour site noted below.

The OHSA prohibits reprisals by the employer against any employees who assert their rights under the OHSA. A reprisal means any type of discipline or termination. If you believe that your employer has disciplined you because you tried to assert your rights, contact us immediately for further assistance. The Ontario Labour Relations Board has very broad powers to order reinstatement if there has been an employer reprisal.

Resources:

- Workers Health and Safety Centre www.whsc.on.ca (this includes a "Question" service, by which people can ask general and specific questions.)
- Ministry of Labour, Occupational Health and Safety www.labour.gov.on.ca/english/hs/index.php;
(Right to Refuse Work: https://www.labour.gov.on.ca/english/hs/pubs/ohsa/ohsag_part5.php)
- Canadian Centre for Occupational Health and Safety www.ccohs.ca
- Workplace Hazardous Material Information Systems (WHMIS)
www.hc-sc.gc.ca/ewh-semt/occup-travail/whmis-simdut/index-eng.php
- Young worker awareness program <https://www.whsc.on.ca/Resources/For-Young-Workers/Young-Worker-Awareness-Program>
- Toronto Workers' Health and Safety Legal Clinic www.workers-safety.ca/
- Workplace Safety & Insurance Board, Health and Safety www.wsib.on.ca/ (Click Workers, then Health & Safety from left hand column)
- East Central Ontario Training Board, <http://focusontraining.com/>. (They produce a number of handbooks and guides, including "Your Guide to Safe Workplaces and Injury Prevention." Call them for a copy.)
- Occupational Health Clinics for Ontario Workers www.ohcow.on.ca

www.communitylegalcentre.ca

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