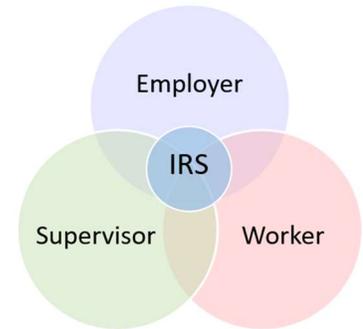


Rights and Responsibilities of Workers

Health and Safety in the workplace is everyone's right and responsibility. Wherever you work on campus, it's important to know the role you play in the internal responsibility system. There are three major rights and duties of the worker – Read More...



Rights of Workers

Right to Know – Workers have a right to know the health and safety concerns in their workplace, as well as the policies and procedures in place to keep them safe. This information is provided here at Laurier in the form of minutes from the Joint Health and Safety Committee (JHSC) meetings posted on Connect, and policies and programs posted on the SHERM page on Connect. If you have any trouble finding the information you are looking for, reach out to your WLUSA reps on the JHSC – we will be happy to help!

Right to Participate – Workers have a right to participate in health and safety in their workplace. To get involved at Laurier, you can volunteer to become a JHSC member or an Auxiliary Worker Member (AWM). AWMs are an extension of the JHSC and help complete inspections of the workplace, report them to the committee, and receive updates from the committee on a monthly basis.

Right to Refuse – Workers have the right to refuse unsafe work. To exercise your right to refuse, you must inform your supervisor/manager about the unsafe conditions, and remain in a safe place at the worksite. You may also contact a member of the JHSC for support. If the issue is not resolved by the manager, you may continue to exercise your right to refuse, and the situation will be escalated appropriately to the Ministry of Labour.

Responsibility of Workers

Comply with policies and procedures – Workers shall follow the policies and procedures laid out regarding health and safety by the employer. These can be found on Connect.

Use and/or wear the designated personal protective equipment – The employer shall outline appropriate personal protective equipment (PPE) for workers to use, and it is the responsibility of the worker to use these as directed.

Report issues – It is the duty of the worker to report any health and safety concerns to the employer. At Laurier, that can look like informing your immediate supervisor/manager, reporting hazards during inspections, contacting SHERM, contacting the JHSC, or placing a work order to correct a hazard. The most important thing is that hazards are reported!