

## Right to Refuse Form

### Step 1: The employee reports the concern to their immediate supervisor

I, \_\_\_\_\_, refuse to do the act assigned by my supervisor. I believe that this act is likely to endanger my health and safety (or the health and safety of others) for the following reason(s):

<input type="checkbox"/> I am not properly trained for the job	<input type="checkbox"/> I do not have the necessary equipment.
<input type="checkbox"/> Physical or mechanical hazards	<input type="checkbox"/> Chemical hazards
<input type="checkbox"/> I do not have enough experience for the job	<input type="checkbox"/> Biological hazards
<input type="checkbox"/> I do not have the necessary skills for the job	<input type="checkbox"/> Other (specify)

Detailed explanation:

Employee \_\_\_\_\_ Date \_\_\_\_\_ Time \_\_\_\_\_

Submitted to \_\_\_\_\_ Date \_\_\_\_\_ Time \_\_\_\_\_

Supervisor Signature: \_\_\_\_\_ Date \_\_\_\_\_ Time \_\_\_\_\_

Supervisor Response:

I find that \_\_\_\_\_ **has** reasonable grounds for believing that the act is likely to endanger the health and safety of the employee or the health and safety of others. Therefore, I recommend the following remedial action(s) to be taken **or** I will take the following remedial action(s) **so that the employee may** resume work.

I find that \_\_\_\_\_ **does not have** reasonable grounds for believing that the act is likely to endanger his/her health and safety or the safety of any other employee. **Therefore, I advise the employee to do the act (task).**

Date \_\_\_\_\_ Time \_\_\_\_\_

Signature of supervisor: \_\_\_\_\_

Signature of worker: \_\_\_\_\_

Copy forwarded to Joint Health & Safety Committee Date: \_\_\_\_\_

**Step 2: The employee refers the matter to the JHSC**

Received by: \_\_\_\_\_, representing the workers, and  
\_\_\_\_\_, representing the employer

on (date)\_\_\_\_\_ at (time)\_\_\_\_\_

We, the members of the JHSC, have studied the reasons for this right to refuse submitted by  
\_\_\_\_\_, and find the following:

The JHSC finds the employee **has** reasonable grounds and make the following recommendation(s) to the employer

Employer accepts recommendation  Employer refuses recommendation  
\_\_\_\_\_(Employer)

The JHSC finds that the employee **does not have** reasonable grounds for the following reason(s)

The JHSC cannot reach a decision and has the following position:

The JHSC advises \_\_\_\_\_ to refer the matter to an **Internal GNB Review Committee**  
\_\_\_\_\_(Employee Representative)  
\_\_\_\_\_(Employer Representative)

### Step 3: Referral to an Internal GNB Review Committee

When the matter is not resolved to the satisfaction of the employee or JHSC, it is referred to an **Internal GNB Review Committee**

#### The JHSC refers the matter to the Internal GNB Review Committee

Received by: \_\_\_\_\_, representing the workers, and  
\_\_\_\_\_, representing the employer  
on (date) \_\_\_\_\_ at (time) \_\_\_\_\_

We, the members of the **Internal GNB Review Committee**, have studied the reasons for this right to refuse submitted by \_\_\_\_\_, and find the following:

The **Internal GNB Review Committee** finds the employee **has** reasonable grounds and make the following recommendation(s) to the employer

Employer accepts recommendation       Employer refuses recommendation

\_\_\_\_\_(Employer)

The **Internal GNB Review Committee** finds that the employee **does not have** reasonable grounds for the following reason(s)

The **Internal GNB Review Committee** cannot reach a decision and has the following position:

The **Internal GNB Review Committee** advises \_\_\_\_\_ to refer the matter to an officer of WorkSafeNB

\_\_\_\_\_(Employee Representative)

\_\_\_\_\_(Employer Representative)

### Step 4: Referral to an officer of WorkSafeNB

When the matter is not resolved to the satisfaction of the employee, the employee refers it to an officer by calling WorkSafeNB at 1-800-999-9775.