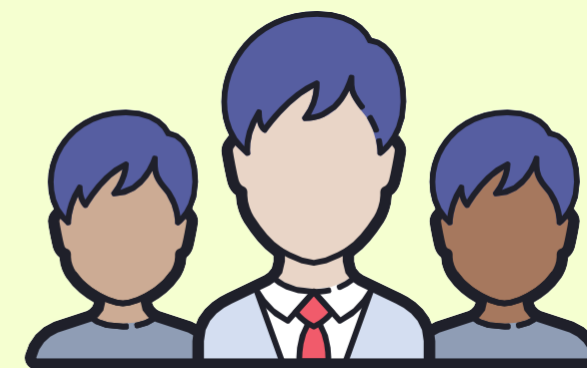


WORK SAFE, KNOW YOUR RIGHTS



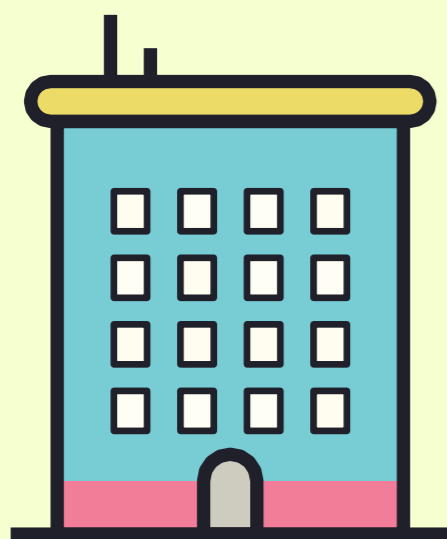
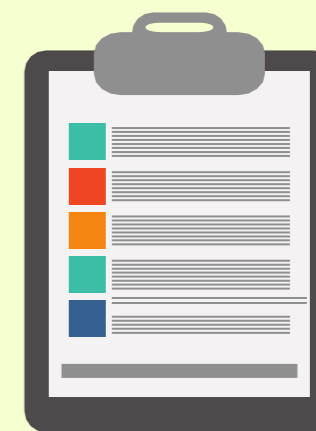
As a worker in Ontario you have the legal right to refuse unsafe work, according to Section 43(3) of the Occupational Health and Safety Act, when you believe that any equipment, workplace condition or contravention of the OHS act is likely to endanger you or another person's health and safety. There is normally some risk to healthcare workers when performing the normal duties of the job but the employer is required to provide the appropriate PPE to minimize this risk.

Notify your supervisor or employer about the circumstances for refusing to work. The supervisor or employer must investigate the situation with you and the worker-selected member from the joint health and safety committee, or a union representative.



If, following this investigation, you believe the unsafe condition still exists, you may refuse to work. Either you, your union representative or your employer must notify a government inspector. 1-877-202-0008

The inspector must investigate in consultation with you, the employer, and a worker-selected member of the joint health and safety committee, or a union representative. The inspector's decision must be provided in writing to all those involved in the investigation.



You are required to remain in a safe place near your workstation until the investigation is completed. During this time, you may be assigned other reasonable alternative work or directions by your employer. **You cannot be threatened, dismissed, disciplined, intimidated or coerced for complying with the legislation and exercising your rights under Section 43(3), according to Section 50 of the OHS act.**

COVID-19 Required Precautions and Procedures



A point-of-care risk assessment (PCRA) must be performed by every health care worker before every patient or resident interaction in a public hospital or long-term care home.

If a health care worker determines, based on the PCRA, and based on their professional and clinical judgement, that health and safety measures may be required in the delivery of care to the patient or resident, then the public hospital or long-term care home must provide that health care worker with access to the appropriate health and safety control measures, including an N95 respirator. The public hospital or long-term care home will not unreasonably deny access to the appropriate PPE.



At a minimum, for health care workers and other employees in a hospital or a long-term care home, contact and droplet precautions must be used by health care workers and other employees for all interactions with suspected, presumed or confirmed COVID-19 patients or residents. Contact and droplet precautions includes gloves, face shields or goggles, gowns, and surgical/procedure masks.

A member who engages, in good faith, the work refusal process under section 43 of the OHSA is protected from reprisals. If a CUPE member is in the presence of an RN or other workers and the RN or other workers are provided with an N95 respirator or other PPE and the CUPE member is not provided equivalent PPE, the member may choose to refuse work. If the CUPE member chooses to refuse work which is unsafe in their opinion, they should: follow the process under the OHSA and advise the union representative of the joint health and safety committee, steward and local executive



CUPE members who believe that they have been exposed to COVID-19 at work and do not experience symptoms should immediately complete a WSIB worker exposure form. The voluntary form assists in establishing causation and connection to the workplace if the worker later becomes ill.