

**PSAC BC**  
**HEALTH & SAFETY**

**WELCOME!**

H&S Rights &  
COVID-19

# OBJECTIVES

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Identify the key players in workplace health and safety

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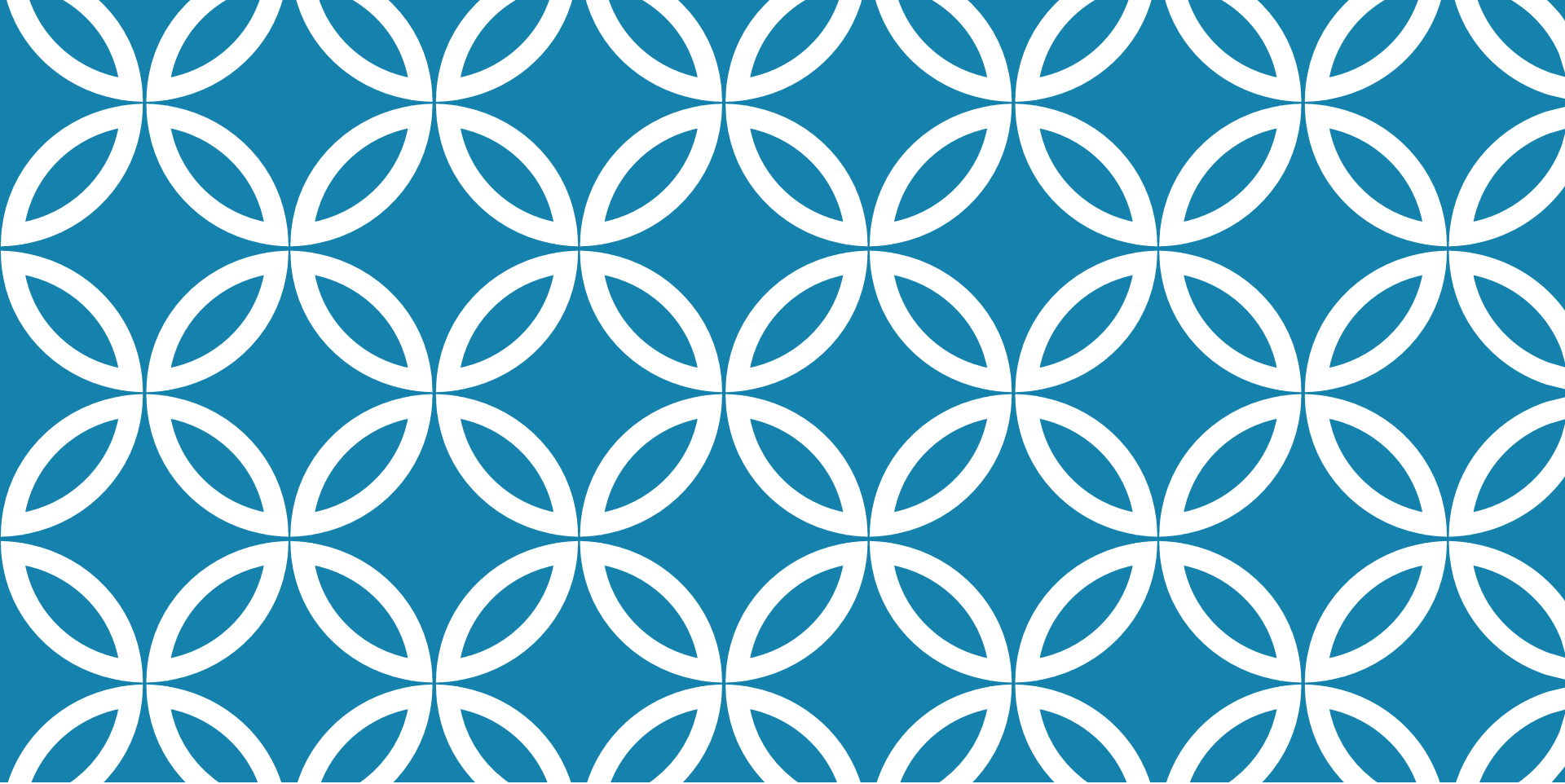
Review your health and safety rights  
- to participate, to know, to refuse  
and the right to no discrimination

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Provide a road map to address health and safety concerns at work

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Answer your questions about how these structures apply in the context of COVID-19



# THE PLAYERS

Workplace  
Health and  
Safety

INTRODUCING:

HEALTH AND  
SAFETY  
PLAYERS

Who is  
involved in  
H&S at  
work?

# THE PLAYERS



# EMPLOYER

## CANADA LABOUR CODE PART II / COHS REGULATIONS

*Every employer shall ensure that the health and safety at work of every person employed by the employer is protected.*

## WORKER'S COMPENSATION ACT / BCOHS REGULATION

*Employers have the responsibility to ensure a safe workplace and to fix any unsafe conditions within a reasonable amount of time.*

# INTRODUCING: HEALTH AND SAFETY PLAYERS

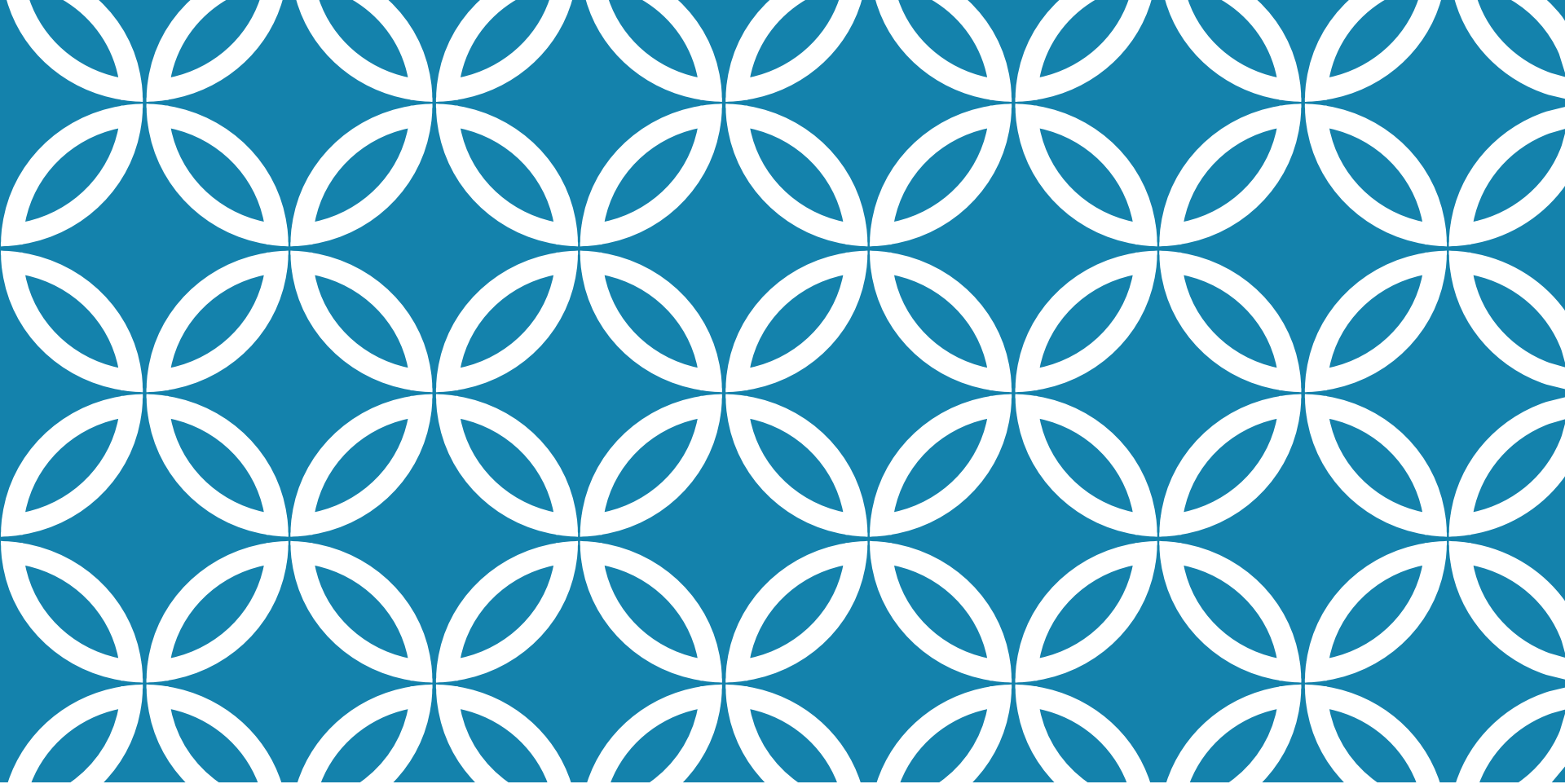
Who is involved in H&S at work?

- ❖ Health and Safety Committees
- ❖ You (and your colleagues)
- ❖ Your union
- ❖ Legislator / Regulator
  - WCB or Labour Canada

# POLL #1

## H&S COMMITTEES

Do you have the name and contact information of the individual(s) who represent you on the health and safety committee in your workplace?



# YOUR RIGHTS

Workplace  
Health and  
Safety



# YOUR RIGHTS AT WORK

- ✓ The Right to Know
- ✓ The Right to Participate
- ✓ The Right to Refuse
- ✓ The Right to No Discrimination

# YOUR RIGHT TO KNOW

You have the right to be informed by the employer of **known or likely hazards** in the workplace, and to be provided with the information, instructions, education, training, and supervision necessary to **protect your health and safety**.

The information should come from a **qualified person**.

# YOUR RIGHT TO **KNOW**

Who is a **qualified person**?

Generally, a person who, through knowledge, training and experience, is licensed or otherwise qualified to provide advice on the matter in question.

# POLL #2

## THE RIGHT TO KNOW

Do you have the information and knowledge you need to be safe at work during the COVID-19 pandemic?

# YOUR RIGHT TO PARTICIPATE

- ❖ Reporting concerns and receiving a response about health and safety matters
- ❖ As a member of the health and safety committee (if the workplace requires one)
- ❖ Making suggestions to the H&S committee or to management on how to make your workplace safer
- ❖ Through Your Union; your union has power and input through H&S committees, consultation, and complaints.

# YOUR RIGHT TO REFUSE

You have the **Right (and the obligation) to refuse dangerous work** when you reasonably believe that;

- ❖ IN BC: the work “would create an undue hazard to the health and safety of any person” (S3.12(1), BCOHSR)
- ❖ IN FEDERAL WORKPLACES: The work could be “an imminent or serious threat” to a person exposed to it before it is corrected or altered. (Section 128 CLC Pt II)
- ❖ If you don’t KNOW the work is safe after PARTICIPATING by expressing your concerns, you can REFUSE the work until the situation is corrected.

# YOUR RIGHT TO REFUSE

**STEP 1;** Report situation to supervisor. Tell them you are refusing unsafe work.

**STEP 2;** If the supervisor cannot fix the problem to your satisfaction, report the situation to your H&S Committee / Representative.

**STEP 3;** If the H&S Committee cannot fix the problem to your satisfaction, contact Labour Canada or WCB.

**STEP 4;** Labour Canada or WCB will investigate and determine the appropriate outcome.

YOUR RIGHT TO

# NO DISCRIMINATION

- ❖ The law prohibits your employer from disciplining or discriminating against you for exercising any of your health and safety rights.
  
- ❖ If you are disciplined or discriminated against talk to your union representative - you can file a complaint under the appropriate legislation.





# HOW TO ADDRESS YOUR SAFETY CONCERNS

Workplace  
Health and  
Safety

# ROAD MAP

TO RESOLVE  
YOUR H&S  
CONCERNS



# ROAD MAP

## WHEN ALL ELSE FAILS

### REGULATOR CONTACT INFO

**LABOUR CANADA**

**1-800-641-4049**

**WCB (aka  
WorkSafeBC)**

**1-888-621-7233  
(1-888-621-SAFE)**

# JUST SAY NO TO RACISM!

Members of Asian communities in Canada and around the world have been facing racism and discrimination as a result of misinformation and stereotypes about the communities perceived to be associated with the COVID-19 virus. Fear or confusion about this virus should never lead to stereotyping or negative comments or actions towards people because of their race, ethnicity, or place of origin.

Ethnic biases, racism and xenophobia have been shown to slow down the response to outbreaks and pandemics and go against union principles of solidarity.

CONNECT  
WITH YOUR  
UNION!  
STAY UP TO  
DATE ON  
NEWS,  
BARGAINING,  
EVENTS ETC.

[www.psacbc.com](http://www.psacbc.com)



@ [bit.ly/psac-news](https://bit.ly/psac-news)  
sign up for email updates

### **VANCOUVER REGIONAL OFFICE**

**1 (800) 663-1655 (toll free) and (604) 430-5631**

### **VICTORIA REGIONAL OFFICE**

**1 (866) 953-1050 (toll free) and 250-953-1050**



**GET  
INVOLVED!**

**PSAC BC  
REGIONAL  
SAFETY &  
HEALTH  
COMMITTEE**



**PSAC BC  
HEALTH & SAFETY**

Contact PSAC Vancouver Regional  
Office (Sharon Barbour)

[barbous@psac-afpc.com](mailto:barbous@psac-afpc.com)

604 430 5631 / 1 800 663 1655

# POLL #3

## NEXT WEBINAR

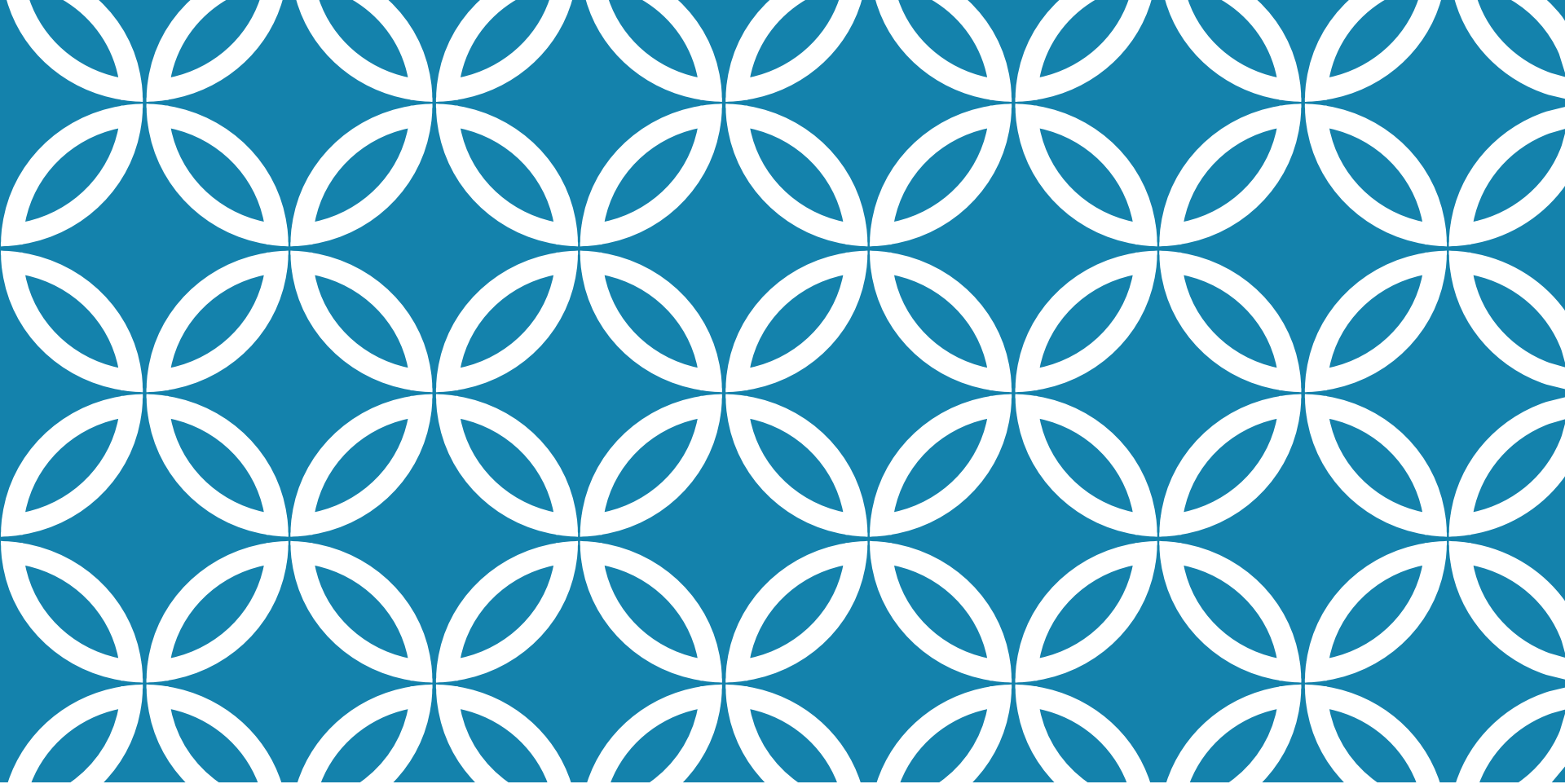
What webinar would you like to see next?

Right to Refuse and CoV

CoV Injuries / Workers Compensation

Mental Health and CoV

Other? (enter your suggestion into the questions box, or get in touch!)



# QUESTIONS

Workplace  
Health and  
Safety



# ADDITIONAL RESOURCES

Canadian Centre for Occupational Health and Safety [www.ccohs.ca](http://www.ccohs.ca)

World Health Organization [www.WHO.int](http://www.WHO.int)

PSAC [www.psacunion.ca/covid-19](http://www.psacunion.ca/covid-19)

Canadian Mental Health Association [www.CMHA.ca](http://www.CMHA.ca)

WCB (aka WorkSafeBC) [www.worksafebc.com](http://www.worksafebc.com)

BC Federation of Labour Health & Safety Centre

<https://bcfed.ca/sites/default/files/attachments/COVID%2019%20OHS%20Resources%20Bulletin.pdf>

ESDC Labour Program <https://www.canada.ca/en/employment-social-development/corporate/notices/coronavirus.html#h2.1>

“Wash your hands like you’ve been chopping jalapenos and you need to change your contacts.”

Dr. Bonnie Henry, BC Provincial Health Officer

