

WORKER RIGHTS

Canadian workers have the right to know, the right to participate, and the right to refuse dangerous work. This program treats those rights as operating procedure, not HR wallpaper.

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The three rights are not a slogan.

RIGHT TO KNOW

Workers are told the hazards of the job as they are known, how the work is expected to be done, and where this program lives. This website is part of that. So is the lift brief. A worker who has not been told the load, the site rules or the stop criteria has not been briefed.

RIGHT TO PARTICIPATE

Crews speak in the brief. Hazard assessments are not signed in silence. If a rigger sees a bad hitch, they say it. If an operator does not like the ground, they say it. Participation is expected. It is not "attitude."

JOINT COMMITTEE / WORKER REPRESENTATIVE

The Act sets this by workplace, not by a company's total headcount. Twenty or more workers regularly employed at a workplace: joint committee. Nine to nineteen: worker health and safety representative. PROVEN-POL-026. On a host site, workers participate in that workplace's system. Worker recommendations get a response and enter the corrective-action log.

PROVEN-POL-026 - JOINT COMMITTEE / WORKER REPRESENTATIVE -> <https://sin.ae.org/safety/policy/joint-committee>

RIGHT TO REFUSE

PROCEDURE

01 STOP THE WORK

If you have reasonable cause to believe the work is dangerous to you or another person, you stop. You do not need permission to stop.

02 SAY WHY

State the danger to the supervisor / site contact. Be specific: the line, the ground, the load, the missing gear, the missing plan.

03 IT GETS INVESTIGATED

The site deals with the condition. The employer must not send a worker home as punishment for a good-faith refusal.

04 IT STAYS STOPPED UNTIL IT IS FIXED

Work resumes when the danger is controlled. Not when someone is impatient.

The employer must not punish a worker for a good-faith refusal. A replacement must not be sent into the same uncontrolled condition.

REFUSAL OF UNSAFE WORK - PROVEN-FRM-035 -> <https://sin.ae.org/safety/form/refuse-unsafe-work>

RESPECT

Workers are not units. Harassment, violence, racism, and "that's just the trade" behaviour are not tolerated on the lift. Report it. It is acted on.

BULLYING AND HARASSMENT POLICY -> <https://sin.ae.org/safety/policy/bullying-and-harassment>

This section states the rights. It does not replace the occupational health and safety law of the province you are standing in. If you need the regulator, you can call them. You do not owe anyone a courtesy call if you are in danger.