**Fundamental Rights of Workers:**

1. **Right to Know**

Employees in Alberta have the right to know about worksite hazards. The employer must assess a worksite and identify existing and potential hazards before work begins at the worksite or prior to the construction of a new worksite.

2. **Right to Participate**

Employees have the right to take an active role in safety within their workplace. Workplace health and safety committees play an important role in fulfilling every worker’s fundamental right to participate in identifying, Assessing and controlling work site hazards.

At RDC, there are many opportunities to become involved in safety programs and activities. Some of our committees are as follows:

- Occupational Health and Safety Committee
- Trades Occupational Health and Safety sub-committee
- Biosafety Committee
- Incident Investigators

Our teams include faculty and department representatives who work together to identify and resolve safety issues.

The right to participate also means employees shall report unsafe conditions to the employer immediately, voice concerns about health and safety in the workplace and participate in workplace inspections and other worksite safety initiatives.

3. **Right to Refuse**

The general right of the employer to direct work is balanced by the requirement of employees to refuse unsafe work that presents an imminent danger to the health and safety of themselves or other employees prudent at the worksite.

Unsafe work is work that involves an ‘imminent danger’. Imminent danger can be a danger that is not normal for that type of work or a danger under which a worker in that type of work would not normally do the work.

**Procedure**

1. Employee refusing work due to imminent danger notifies their supervisor as soon as practicable the reason for the refusal.
2. Supervisor investigates and takes action to eliminate the imminent danger.
3. Supervisor ensures not employee is assigned to perform the work unless the employee to be assigned is not exposed to imminent danger or the imminent danger has been eliminated.

4. Supervisor may require the employee refusing the work to remain at the worksite and may assign the employee a temporary work assignment that the employee is capable of performing.

5. Supervisor prepares a written record of the worker’s notification, the investigation, the action taken and gives the employee a copy of the record.

6. If the employee still feels the imminent danger exists they may file a record with and Alberta OH&S Officer.

7. Officer prepares a written record of the employee’s complaint, the investigation and the action taken and gives the employee and employer a copy of the record.

Reference: Existence of Imminent danger – Alberta OH&S Section 35