

3 Your Rights Under the *Canada Labour Code*

Under the *Canada Labour Code*, employees have three basic rights that are intended to protect their safety and health. These rights are:

- 1. The right to know.** Employees have the right to know about hazards in the workplace that could affect their safety or health.
- 2. The right to participate.** Employees have a say about things that affect their safety and health at work. Most workplaces have either an Occupational Safety and Health Committee or an Occupational Safety and Health Representative to voice and deal with the concerns of employees.
- 3. The right to refuse dangerous work.** An employee has the right to refuse to do a job, if he or she believes that:
 - there is a condition at work that presents a danger to him/her; or
 - the use of a machine or another piece of equipment at work presents a danger to him/her or to a co-worker.

To exercise this right, the employee must follow specific procedures detailed in the Code.