

# Sample Right to Refuse Form

## Step 1: The employee reports the concern to his immediate supervisor

I, \_\_\_\_\_, refuse to do the act assigned by my supervisor. I believe that this act is likely to endanger my health and safety (or the health and safety of others) for the following reason(s):

- |  |   |
|--|---|
| <input type="checkbox"/> I am not properly trained for the job             | <input type="checkbox"/> Physical or mechanical hazards |
| <input type="checkbox"/> I do not have enough experience for the job       | <input type="checkbox"/> Chemical hazards               |
| <input type="checkbox"/> I do not have the necessary skills for the job    | <input type="checkbox"/> Biological hazards             |
| <input type="checkbox"/> I do not have the necessary equipment for the job | <input type="checkbox"/> Other (specify)                |

Detailed explanation:

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Date signed \_\_\_\_\_, by \_\_\_\_\_

Submitted to the supervisor \_\_\_\_\_ at (time) \_\_\_\_\_

Signed by supervisor upon receipt: \_\_\_\_\_

Answer from the supervisor:

- I find that \_\_\_\_\_ **has** reasonable grounds for believing that the act is likely to endanger the health and safety of the employee or the health and safety of others. Therefore, I recommend the following remedial action(s) to be taken **or** I will take the following remedial action(s) **so that the employee may** resume work.

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- I find that \_\_\_\_\_ **does not have** reasonable grounds for believing that the act is likely to endanger his/her health and safety or the safety of any other employee. **Therefore, I advise the employee to do that act.**

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Date signed \_\_\_\_\_ at (time) \_\_\_\_\_

Signature of supervisor: \_\_\_\_\_

Signature of worker: \_\_\_\_\_

**Step 2: The employee refers the matter to the JHSC.**

The worker submits this formula to JHSC.

Received by: \_\_\_\_\_, representing the workers, and

\_\_\_\_\_, representing the employer

on (date)\_\_\_\_\_ at (time)\_\_\_\_\_

Answer: We, the members of the JHSC, have studied the reasons for this right to refuse submitted by \_\_\_\_\_, and we make the following recommendation (s):

- The JHSC finds the employee **has** reasonable grounds and make the following recommendation(s) to the employer

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

- Employer accepts recommendation
- Employer refuses recommendation  
\_\_\_\_\_ (Employer)

The JHSC finds that the employee does not have reasonable grounds for the following reason(s)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

The JHSC cannot reach a decision and have the following positions:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

The JHSC advises \_\_\_\_\_ to refer the matter to an officer of the WorkSafeNB

\_\_\_\_\_ (Employee Representative)

\_\_\_\_\_ (Employer Representative)

**Step 3: Referral to an officer at WorkSafeNB**

- o When the matter is not resolved to the satisfaction of the employee, **the employee** refers it to an officer by calling WorkSafeNB at 1 800 222-9775.