

Worker Rights and Responsibilities

Worker Rights

Every worker has the right to:

- know about hazards in the workplace and which precautions must be taken to prevent injury or illness from these hazards.
 - Employee education under the Workplace Hazardous Materials Information System, as well as job-specific training on chemical/controlled products at the workplace, is an example of the right to know, supported by *The Workplace Safety and Health Act*.
- participate in safety and health activities at the workplace, including involvement in the joint workplace safety and health committee, or as a worker representative, for example.
- refuse work for anything that the worker believes will cause immediate and serious, or long-term effects on their safety and health or the safety and health of others.
- carry out duties or exercise safety and health rights, as set out under *The Manitoba Workplace Safety and Health Act* without being subject to discriminatory action.

Worker Responsibilities

Workers have the legal responsibility to:

- take reasonable care to protect themselves and others who may be affected by their actions or omissions.
- make proper use of safety equipment, clothing, and devices.
- cooperate with the workplace safety and health committee or representative.
- cooperate with other persons regarding workplace safety and health matters.

Reference to legal requirements under workplace safety and health legislation:

Section 5, Duties of workers;

- Section 7.5, Duty to Provide Required Information
- Section 40, Workplace Safety and Health Committees and Representatives
- Section 43(1), Right to Refuse Dangerous Work
- Part 35, Workplace Hazardous Materials Information Systems Application of M.R. 217/2006

Additional workplace safety and health information available at: safemanitoba.com

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