****All workers have the three basic rights when it comes to workplace safety:

**Responsibilities**

* the right to know the hazards;
* the right to participate in safety activities; and
* the right to refuse unsafe work.

Workplaces have individual responsibilities for the employer, supervisor, prime contractor, and worker.

A person holding a tablet in a factory

Description automatically generated

**Employer**

* **Establish an occupational health and safety program.**
* **Train supervisors and employees.**
* **Ensure adequate first aid equipment, supplies and trained attendants are on site.**
* **Regular inspections.**
* **Fix problems reported by workers.**
* **Transport injured workers.**
* **Report all injuries to WorkSafeBC that required medical attention.**
* **Investigate incidents.**

**Supervisor**

* **Ensure health and safety of all workers under direct supervision.**
* **Know WorkSafeBC requirements that apply to work under your supervision.**
* **Ensure requirements are met.**
* **Ensure workers under supervision are aware of known hazards.**
* **Ensure workers have the appropriate Personal Protective Equipment, are using it properly, inspect and maintain it.**

**Worker**

* **Report hazards immediately.**
* **Follow safe work procedures.**
* **Use PPE, devices, and equipment.**
* **Co-operate with joint health and safety committees and others with safety duties.**
* **Get treatment quickly.**
* **Follow treatment advice.**
* **Never work under the influence of alcohol, drugs, or other substances.**

1. **Right to know the hazards**

All workers have the right to know what hazards are present on the job and how the hazards can affect them. Worker’s should be provided with the needed information, instructions, training and supervision to protect their health and safety.

1. **Right to participate**

All workers have the right to participate in health and safety activities in the workplace. This may include: following established procedures, wearing PPE, participate in safety talks, or being a member of the Joint Occupational Health and Safety Committee.

1. **Right to refuse work**

Workers have the right to refuse unsafe work if they believe it presents an undue hazard. You must immediately notify your supervisor or employer.

**Additional Resources**

1. CCOHS: Three Rights of Workers:

<https://www.ccohs.ca/oshanswers/legisl/legislation/three_rights.html>

1. WorkSafeBC: Roles, rights & Responsibilities :

<https://www.worksafebc.com/en/health-safety/create-manage/rights-responsibilities>

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| **MEETING DESCRIPTION** | | | |
| **Meeting Date:** |  | **Time:** |  |
| **Location:** |  | **Supervisor:** |  |
| **Number in Crew:** |  | **Number Attended:** |  |
| **Attended By:** |  |  | **Absent** |
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| **REVIEW ITEMS FROM PREVIOUS MEETING** | **INCIDENTS/INJURIES REVIEWED** |
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| **TOPICS DISCUSSED** |
| 1. **Employer, Supervisor and Worker Right and Responsibilities** |
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| **WORKERS CONCERNS** |
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| **CORRECTIVE ACTIONS TO BE TAKEN** |
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| **MEETING CONDUCTED BY** | | | |
| **Supervisor:** |  | **Manager:** |  |
| **Date:** |  | **Date:** |  |