

Employee Rights and Responsibilities

- The City remains committed to protect the health & safety of our employees and the public.
- Both workers and the City have the responsibility to maintain safety in the workplace.

Workers have three basic rights in the workplace:

- the right to refuse dangerous work and know that you're protected from reprisal;
- the right to know about workplace hazards and have access to basic health and safety information; and
- the right to participate in health and safety discussions and health and safety committees.

As a worker, among other things, you need to:

- follow health and safety procedures;
- work safely and encourage others to as well;
- use required safety equipment and clothing; and
- inform your supervisor if you have anything going on that could affect your ability to work safely.

Questions and Answers:

Q: *What if I am concerned about my personal safety?*

Please reach out to your supervisor and address any concerns you are having immediately. A hazard assessment must be completed for all work sites and the duties performed. Additional protective equipment, controls, and cleaning practices are in place to protect employees.

Q: *Can I refuse dangerous work?*

Under the *Occupational Safety Act*, an employee has the right to refuse dangerous work, if the worker believes on a reasonable ground that there is a dangerous condition at the work site. A dangerous condition is a risk that the refusing worker actually observes or experiences at the work site where the work is to occur. Theoretical, anticipated or potential risks are not reasonable grounds for a work refusal – workers should bring these to the employer's attention as part of their general duty to protect the health and safety of themselves and others in the workplace.

If an employee observes or experiences a dangerous condition the employee shall promptly report the refusal and reason to the supervisor or designated supervisor in charge. The City will inspect the condition as soon as reasonably practicable and take any steps to remedy the condition as necessary. This process will involve you, your supervisor and Workforce Health and Safety.

Q: *If an employee has an underlying health (eg. pulmonary) concern which would place them at higher COVID-19 risk for infection, should they be self-isolating?*

Employees should seek medical advice through medical professionals or by calling Health Link 811. The City's Disability Management Consultants or Health Nurses are available to assist with work accommodations. Please refer to the [COVID test results FAQ](#).

Q: *How is the City working with my union during this crisis?*

The City is committed to working collaboratively with its valued union partners throughout this COVID crisis.

Q: *How can my union protect my rights as an employee?*

All Unions are in regular contact with the City and are continuing to represent members, their interests and concerns.

Q: *If I am being asked to redeploy to another role, am I allowed to refuse?*

All employees will be focused on continuing to provide necessary services to Edmontonians during this very difficult time. Employees shall report for duty at the place directed by the City, and follow the recommended safety protocols. Cooperation from all employees is required to keep essential services and other required services operating effectively. Refusal of work could jeopardize your ability to remain in the redeployment assignment and could make you ineligible for any other assignment. If you are removed from the redeployment pool and laid off, you will not be eligible for any benefits the City may advance to employees laid off due to COVID-19 circumstances.