



LOCAL 25

**Communication, Energy and Paperworkers Union of Canada
25 CECIL ST.
TORONTO, ONTARIO
M5T 1N1**

Sisters and Brothers,

This letter is to inform you of your right to refuse unsafe work. The Canada Labour Code Part II states:

Right to Refuse

An employee, at work, has the right to refuse dangerous work if he or she has reasonable cause to believe that:

a condition exists at work that presents a danger to himself or herself;

the use or operation of a machine or thing presents a danger to the employee or a co-worker;

the performance of an activity constitutes a danger to the employee or to another employee.

It has been brought to the attention of the local that there have been many contractors working in our CO's that are not aware of our Bell Safety Practices, EOP procedures, and basic Frame safety protocol. If you see these contractors working unsafe in your work space phone your boss and immediately inform him/her of the situation and let him/her know YOU REFUSE TO WORK UNTIL THE HAZARD IS REMOVED. You have the right to challenge ID's; if you put their PEIN number in the employee directory and their name does not appear, that can constitute a hazard. You don't know who this person is; they would most likely not be trained in Bell safety procedures and as a result can constitute a hazard in the work place.

Your safety is ultimately the company's responsibility, but you also have a role to play in your safety, so be proactive and make sure your work environment is free from any hazards.

[Click Here To See Right to Refuse Flow Chart](#)