

## **Right of Refusal** under **Clause 33.13 of the UPO** ***Collective Agreement***

- You have the right to refuse dangerous work if you have reasonable cause to believe that this work will endanger your health or endanger another worker's health.
- You must inform your CUPW Union Representative and your supervisor of your refusal.
- Canada Post must investigate the situation in the presence of a CUPW union representative.


**cupw•sttp**

 **SCFP 1979**

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- You may attend the investigation, if you so want.
- You cannot be docked any pay during the period of the refusal.
- Until the situation is corrected, no other worker may be assigned to do any part of the work that is being refused (or use the tools in question).
- The employer can assign you temporarily to other work, providing it is similar to your own.
- If the employer fails to correct the situation, you may continue to refuse.
- While you continue to exercise your right of refusal, the issue may be grieved and referred to an arbitrator for a decision.

*July 2019*

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