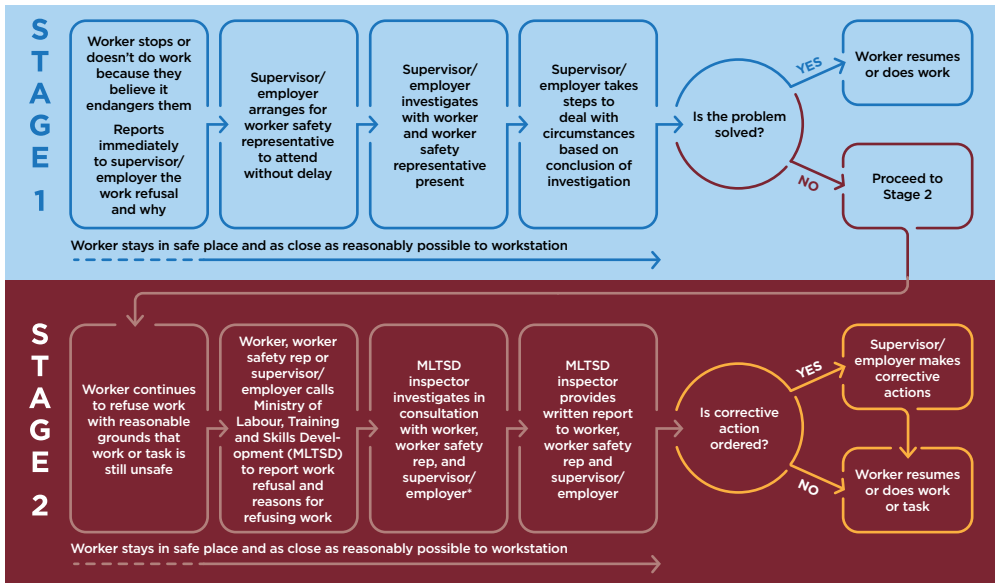


WORKPLACE VIOLENCE WORK REFUSAL FLOWCHART



*While awaiting decision from the Ministry of Labour, Training and Skills Development investigation:

- The worker may be offered other work if it doesn't conflict with a collective agreement
- Refused work may be offered to another worker, but the employer must inform the new worker that the offered work is the subject of a work refusal and the reasons for the refusal. This must be done in the presence of:
 - a JHSC worker member/HSR, or
 - a worker because of his/her knowledge, experience and training selected by the union to represent the refusing worker. If there is no union, a worker safety representative chosen by workers to represent them.