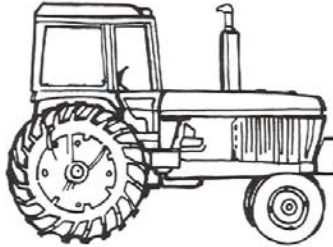


## Occupational Health and Safety Act



### Protection for Workers on Farming Operations from Reprisals by Employers

As of June 30, 2006, Ontario's Occupational Health and Safety Act will apply, with certain limitations and exceptions, to all farming operations that have paid workers.

The Occupational Health and Safety Act provides workers with rights and responsibilities. It also protects workers from reprisals by their employer because they exercise their rights under this law, or act in compliance with it. A reprisal is any kind of penalty, and includes actions such as a threat, intimidation, disciplinary action and firing.

Under the Occupational Health and Safety Act, employers cannot penalize workers in any way because they:

- followed the Act and regulations that apply;
- exercised their right to refuse unsafe work;
- obeyed an order issued by a Ministry of Labour inspector

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- asked their employer to follow the Act and regulations;
  - provided information to a Ministry of Labour inspector; or
  - testified in court, at the Ontario Labour Relations Board, or at a coroner's inquest.

### **What if an employer penalizes a worker for obeying the law?**

A worker who believes they were penalized because they exercised their rights and responsibilities under the Occupational Health and Safety Act can file a complaint with the Ontario Labour Relations Board (OLRB). At the OLRB, it is up to the employer to prove that it did not penalize the worker because the worker was obeying the law.

For information on filing a complaint with the OLRB, contact them at:

- by phone - (416) 326-7500 or toll-free at 1-877-339-3335
- by mail - 505 University Avenue, 2<sup>nd</sup> floor, Toronto, Ontario, M5G 2P1
- on the internet - [www.olrb.gov.on.ca](http://www.olrb.gov.on.ca).

**For more information on the Occupational Health and Safety Act:**

- Contact your local Ministry of Labour office listed in the Blue Pages of your phone book.
- Contact the Ministry of Labour toll free information line at 1-800-268-8013,
- Visit the Ministry of Labour's website at [www.labour.gov.on.ca](http://www.labour.gov.on.ca).

