

TEST ANSWERS: RIGHTS AND RESPONSIBILITIES

The *BSO Plus Safety Topic* is a review designed from the BSO Plus agenda. This safety topic is your way to stay current on the safety information over the 3 years, so please ensure you submit this completed test to your employer for record retention.

1. The purpose of the Occupational Health & Safety Act and its Regulations is to tell all workplace parties how to make the workplace safe.

- a) True
b) False

RATIONALE: The OHS Act defines the minimum requirements for health and safety standards in Ontario. By clearly defining the rights and responsibilities of employers, supervisors, and workers, the OHS Act is working to make Ontario's workplaces as safe and healthy as possible.

2. According to the OHS Act, you have 3 basic rights, and they are: (Circle all that apply)

- a) Right to Know
b) Right to Choose
c) Right to Participate
d) Right to Refuse

RATIONALE: The Occupational Health and Safety Act protects your right to know about health and safety hazards in the workplace; the right to participate in keeping your workplace safe, which can best be done by becoming a Joint Health and Safety Committee member or a Health & Safety Rep; and the right to refuse unsafe work.

3. An individual who is convicted of contraventions of the Occupational Health and Safety Act (OHS Act) can face fines of up to \$25,000, but will not face any jail time.

- a) True
b) False

RATIONALE: The maximum penalties for a contravention of OHS Act or its regulations are set out in the OHS Act Section 66. A successful prosecution could, for each conviction, result in:

- A fine of up to \$25,000 for an individual person and/or up to 12 months imprisonment;
- A fine of up to \$500,000 for a corporation.

4. Employers, supervisors, and workers all have responsibilities under the Occupational Health and Safety Act. Match the following duties to the responsible party.

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| a) Employer | <u> b </u> | Ensure that workers are wearing the required PPE and using the right equipment correctly |
| b) Supervisor | <u> c </u> | Report any workplace hazards or contravention of the Act or its regulations |
| c) Worker | <u> a </u> | Develop and maintain all policies and programs required under the OHSA |

RATIONALE: All workplace parties have duties under the Occupational Health and Safety Act. The amount of responsibility assigned to each party is directly related to the level of authority they have in the workplace.

5. The General Duty Clause (OHSA, 25.2(h)), states that it is the duty of your employer to:

- a) Provide you with a Policy and Procedure Manual
- b) Make sure you get your lunch break
- c) Take every precaution reasonable in the circumstances for the protection of the worker**
- d) Conduct a training session on the Occupational Health and Safety Act

RATIONALE: In the Occupational Health and Safety Act, the responsibility for “taking every precaution reasonable in the circumstances for the protection of the worker” is known as the General Duty Clause. Even though employers’ legal responsibilities are for the overall health and safety of the workplace, and supervisors’ legal duties are more geared for day-to-day work, they both share this same general duty for the protection of workers.