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. According to the Occupational Health and Safety Act, as a worker, you have 3 basic rights. Match the following rights to an example of how that right could be exercised.

   a) Right to Know  c) You notice that a scaffold is missing a tag. Before beginning to work you report the unsafe condition to your supervisor

   b) Right to Participate  b) You join your Joint Health and Safety Committee or become a Health and Safety Representative

   c) Right to Refuse  a) You attend regular staff meetings and safety talks in the workplace

RATIONALE: The Occupational Health and Safety Act protects your right to know about health and safety hazards in the workplace; the right 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.

2. The Occupational Health & Safety Act defines the minimum requirements for health and safety standards in Ontario. Punishment for a person convicted of not complying with the OHSA could include:

   a) Fines for a company
   b) Fines for a worker
   c) Jail time
   d) All of the above

RATIONALE: The maximum penalties for a contravention of OHSA or its regulations are set out in the OHSA 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.

3. Every worker is responsible only for his/her own safety.

   a) True
   b) False
RATIONALE: OHSA s.28 states that workers are responsible for their own safety and actions, as well as for others who may be affected by their actions. You should not endanger yourself or others. If you see something, say something.

4. 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.

5. According to Ontario Regulation 297 (Occupational Health and Safety Awareness and Training), your employer must provide you with the following:
   a) Basic occupational health and safety awareness training
   b) A letter of reference
   c) Written proof of completion of health and safety training
   d) All of the above
   e) Both (a) and (c)

RATIONALE: In addition to their responsibilities in the OHSA, under O. Reg 297 employers must provide you with, and ensure you complete, a basic occupational health and safety awareness training program as soon as reasonably possible. You may request written proof of completion of training for up to six months after ceasing to work for that employer.