

The 3 Rights of Workers Video

Background Information

Youth entering the workforce face many hazards. Sometimes these hazards are obvious while others are not. As the employer, there is a great opportunity to work with these employees and give them the tools they need to succeed.

Young workers need to be aware that they have three rights when they begin their job. Use this video to start the discussion on what the three rights of workers are and how they would use them in the workplace.

Workers have the right to know the hazards in their job. Their employer or supervisor must tell them about anything in the job that could harm them. Workers have the right to participate in keeping the workplace healthy and safe. Finally, workers have the right to refuse unusually dangerous work. Workers have an obligation to report any unsafe situations they observe to their manager or supervisor.

As you watch the video, think of ways you can apply these three rights in the workplace environment to reduce injuries. You may want to encourage a discussion on incidents they have encountered in their own experience and how they might have applied these three rights.

Discussion Questions

What does a young worker need from their employer when starting a new job?

What should you, the worker, do if you have not received the proper training required to do the job?

How can you prevent accidents in the workplace?

What should you do if your employer asks you to do something that is unusually dangerous?

What are the three rights of all workers? Explain these rights as described in the video.

Answer key

Discussion Questions:

1. New workers need training, both general orientation and training specific to their job. Young workers need the proper protective equipment provided to them. Finally, all new workers need proper and competent supervision.

2. Workers must insist on having the proper training before starting their job. Ask your supervisor for training before starting a new job and before using any new equipment.

3. Employees need to report any conditions that could be a hazard. They also need to tell their supervisor if a near miss occurs. A **near miss** is an unplanned event that did not result in injury, illness, or damage – but had the potential to do so. Employees should always ask if they are unsure about something.

4. You have the right to refuse unusually dangerous work. Speak up to your supervisor and let them know it is too dangerous to do.

5. **The Right to Know** - You have the right to know how to protect yourself from hazards. You need to know the hazards before you are able to protect yourself.

The Right to Participate (Speak Up) - You have the right to speak up about safety concerns. Speaking up can prevent injuries to yourself or your co-workers.

The Right To Refuse– You have the right to refuse unsafe work. You do not want to risk an injury or your life.