

Did you arrive in Québec recently?

WHAT YOU NEED TO KNOW ABOUT OCCUPATIONAL HEALTH AND SAFETY



Your job is protected

In Québec, the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) promotes and ensures compliance with labour rights and obligations for both workers and employers.

The CNESST primarily focuses on the prevention of work accidents and occupational diseases and the compensation and rehabilitation of workers who are victims of them.

Prevention in occupational health and safety

The CNESST aims to promote health and safety management by workplaces while ensuring compliance with applicable laws and regulations.

This management is achieved by applying a prevention approach aimed at identifying, correcting and controlling occupational health and safety risks. The CNESST also supports employers and workers who collaborate in the implementation of preventive measures, because occupational health and safety is everyone's business.

Your protection as a worker



Generally, if you are a worker, that is, you are paid by an employer or hired by a placement agency to work full time or part time, you are **AUTOMATICALLY INSURED** in the event of a work accident or occupational disease. The insurance does not cost you anything, since your employer covers the necessary premiums. Self-employed workers must submit a written request to the CNESST and pay their own premiums in order to be protected.



Rights and obligations

Your employer has an obligation to provide you with working conditions that respect your health, safety and physical and psychological well-being.

Your employer has a legal obligation to provide you with:

- the information, training and supervision you need to perform your duties safely
- a clean and safe workplace, safe equipment, tools and machinery and a well-appointed work station
- the personal protective equipment you need to work safely (safety goggles, gloves, boots, vest, etc.)

As a worker, you have an obligation to:

- participate in identifying and eliminating hazards in the workplace (for example, by telling your employer if you identify a hazard, by warning someone if a machine is defective or by wiping a puddle of water off the floor)
- ensure your health, safety and physical and psychological well-being and that of your colleagues
- wear the personal protective equipment provided by your employer



You have the right to refuse to perform a task if you have reasonable grounds to believe it is unsafe for you or another person.

In the event of a work accident or occupational disease



Your income is protected

If you have to be absent from work because of a work accident or occupational disease, you will be compensated as follows:

- On the day of the accident, your employer pays you 100% of your regular wages.
- For the first 14 days of absence, your employer pays you 90% of your net wages for the periods you would normally have had to work; the CNESST will reimburse the employer for this amount as soon as it receives the *Avis de l'employeur et demande de remboursement* (in French only).
- From the 15th day of absence, the CNESST pays you an indemnity equivalent to 90% of your net income.

You are guaranteed to keep your job

If you have been the victim of an occupational injury, you have the right to return to your job or an equivalent job, or to occupy a suitable position available with your employer. This right is valid for one year (establishment with 20 workers or fewer), for two years (establishment with 21 workers or more), or for the amount of time provided for in your collective agreement (if the amount of time exceeds that provided for by law), after the beginning of your leave. However, even if this period has expired, your employer must reinstate you, except in the case of undue hardship.

Even if you are receiving medical treatment, your employer may assign you to a different task than you normally do if your attending health professional agrees. During your temporary assignment, you keep the wages and benefits of your regular job. When you return to your regular job, your wages and benefits will be the same as before your absence.

You have the right to choose your health professional

You can choose your health professional and the health facility where you will be treated. The health professional plays a very important role, since they make the diagnosis, recommend treatments, assess the nature of your limitations and determine when you will be able to return to work. You are also entitled to receive rehabilitation services to facilitate your return to work.



In the event of a work accident or occupational disease

1 Inform your employer quickly

Your employer must be informed quickly when a work accident occurs because they have an obligation to provide you with first aid. If you have to go to the hospital, a clinic or even home after your accident, your employer will pay the cost of transportation (ambulance, taxi, public transit, etc.).

You must inform your employer about the incident even if you do not need medical attention.

2 Receive the necessary care

You must receive the necessary medical care. Consult a health professional quickly even if the injury seems mild. Ask them to provide you with a medical certificate and give a copy to your employer. When your claim is accepted after your accident, you are entitled to receive the services, care and treatments required for your medical condition free of charge. You must deal with a provider authorized by the CNESST.



3

Keep all your receipts

In general, the CNESST pays the hospital or clinic directly after a work accident.

If you have to buy certain products or medications prescribed by your health professional yourself or if you have to pay to obtain medical services, you must complete a reimbursement claim form and send it to the CNESST with the original receipts and supporting documents. You can also be reimbursed for travel and accommodation expenses.

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File a claim for compensation with the CNESST

To obtain reimbursement for the expenses mentioned above or to receive an income replacement indemnity if you have been absent from work for more than 14 days:

- complete the *Worker's Claim* form
- send it to the CNESST with your medical certificate and the originals of your receipts and supporting documents
- give your employer a copy of the *Worker's Claim* form, where applicable

Note: You have six months to file a claim for compensation with the CNESST.

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Have the medical examinations requested and follow the treatments prescribed

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Inform the CNESST of any changes in your situation



To contact us
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