

## **Safety on Set**

### **How to protect yourself and others by exercising your rights.**

It is the employers' responsibility to provide a safe workplace, but we must be vigilant and protect ourselves at work when an employer does not fulfill that obligation.

#### **1. Can I stop working if asked to do something unsafe?**

YES. You can protect yourself and others by refusing to do something you believe will put the health or safety of you or others at risk. This is true for one crew member or the entire crew.

Your right to refuse to do a task is protected if **all of the following conditions are met:**

Where possible, you have asked that the danger be eliminated, and the employer has failed to do so; and

**You refused to work in "good faith." This means that you must genuinely believe that an imminent danger exists; and**

**A reasonable person would agree that there is a real danger of death or serious injury; and**

there isn't enough time, due to the urgency of the hazard, to get it corrected through regular enforcement channels, such as requesting an OSHA inspection or contacting the employer's safety hotline or your union representative.

#### **2. What should I/we do and say?**

Clearly state to a production representative that you believe what you and/or others are being asked to do constitutes a dangerous health and safety risk. Assure production that you are ready, willing, and able to resume work once the safety concern is addressed, or perform other assigned work that is safe. Make sure you also submit a report to the Safety App and call the Safety Hotline listed on the call sheet. Ask others who are also exposed to the safety risk to join you until the safety concern is addressed.

#### **3. What protects me/us if I/we do this?**

Laws give you the right to raise health and safety issues in the workplace, to refuse to work if you feel like your health and safety is in jeopardy, and to be protected from retaliation for doing so. When workers join together to speak with one voice about workplace issues, they are protected under the [National Labor Relations Act](#).

#### **4. Can I/we be fired for doing this?**

Not legally. It would be a violation of the law and the contract to fire you.

Article VII, Paragraph 62 “Safety” of The Basic Agreement says “...no employee shall be discharged or otherwise disciplined for refusing to work on a job that exposes the individual to a clear and present danger to life or limb, or for making a good faith report to the First Assistant Director, the Unit Production Manager or his or her supervisor relating to the safety of another employee exposed to a clear and present danger of life or limb.”

#### **5. What if I am fired or retaliated against for raising safety issues?**

Freelance employees are rightfully concerned about retaliation, but the risk of retaliation must be weighed against the risk of you or another crew member being injured or killed. Your local will do everything it can to help insulate you from retaliation and enforce the laws and contractual rights that protect you.

#### **6. What else do I/we need to do?**

Document. Keep notes on everything that happens and everyone you speak to about it. Whenever possible, raise your safety issue in front of others so there are witnesses in case you end up in a dispute about what happened down the line.

#### **7. Other important steps:**

- If you see something on the call sheet or hear about something planned that seems dangerous, request a safety meeting to discuss how it will be done safely. The earlier safety issues can be addressed, the better. If you know there are relevant safety bulletins, identify and ask for them. Safety bulletins are also available on the ICG Safety app, and on the Contract Services website at [www.csatf.org](http://www.csatf.org).
- Whenever possible frame your concern as “how can we do this safely” rather than “this cannot be done.” Offer your own safe alternative whenever you can.
- Call the Local right away, and if you feel comfortable doing so, tell your supervisor and your employer you are calling your union or guild.