Work-Based Learning Consent and Agreement

Work-based learning is a program where a student is placed with a local employer as part of a school course. Students are not paid.

The Workers’ Compensation Board (the Board) has signed a memorandum with Saskatchewan Ministry of Advanced Education and has passed a policy under authority of The Workers’ Compensation Act, 1979 (the Act) with a view to ensuring that a student participating in Saskatchewan in a program and for whom the following consents and agreement are completed, is eligible for worker’s compensation and is subject to legal rights, benefits, obligation and restrictions while placed with a local employer, as if the student was a worker in the course of employment.

Workers’ compensation is a collective liability no-fault protection plan for workers injured or killed by a chance event. Benefits (including long-term benefits) may include some compensation for medical expenses, lost future wages, permanent functional impairment, and death.

The Act provides that neither a (student) worker nor the (student) worker’s dependants may sue any employer or another worker covered by workers’ compensation, with respect to an injury sustained by the (student) worker in the course of employment. Information for obtaining a copy of the Act, the Board policy, and the memorandum which more particularly detail the rights and obligations of students, may be obtained by phoning the co-ordinator at the Ministry of Advanced Education (306-787-5748).

Consents and Agreement

The student and (if the student is a minor) the student’s parent/guardian

a. consent to the student participating in a work-based learning assignment associated with the course as described as ______________ while placed with ___________________________________________________________ (the local employer);

b. consent to the Minister having applied on behalf of the student to the Board for an Order that the student be brought within the scope of the Act as a worker; and

c. agree (in consideration of receiving workers’ compensation coverage at no cost to the student) with the local employer and workers covered by the Act, the relevant school, post-secondary institution, or community-based organization and with the Ministry of Advanced Education and the Board, to be subject to the legal rights, benefits, obligations and restrictions while placed with the local employer more particularly described in the above introduction.

Dated at ___________________________, Saskatchewan this _____ day of ________________, 20_____

______________________________________________________  X _________________________________________
Name of Student       Signature of Student

X _________________________________________
Signature of parent/guardian (of a student under 18)

OR Signature of witness (for a student 18 or older)
Safety and your cooperative work experience

You need to know...
The *Saskatchewan Employment Act* provides you with three basic rights as a student worker:

1. The right to **know** about the things that could hurt you at work and how to deal with them
2. The right to **participate** in finding and controlling workplace safety issues
3. The right to **refuse** work that you believe is unsafe

Right to Know:
You have the right to get information about how to be safe in your workplace. If your supervisor doesn’t tell you, **ask**! Ensure you know what can potentially hurt you at your workplace and ensure you understand the right way to stay safe.

Right to Participate:
If your supervisor is unable to help you with your safety concerns, discuss the concerns with your workplace Occupational Health Committee or your academic supervisor.

Right to Refuse:
You have the right to refuse to do anything you have **reasonable grounds to believe is unsafe**. An unusual danger could include:

- A danger that is not normal for the job (e.g., field sampling in inclement weather);
- A situation for which you are not properly trained, equipped, or experienced to do the work assigned (e.g., driving a forklift without training, working alone or in an isolated area without means of communication, etc).

How you can help to ensure your safety:

- Follow safe work procedures set out by your workplace;
- Use safety equipment, machine guards, safety devices, and personal protective equipment;
- Find out how to report unsafe situations;
- Report incidents and dangerous occurrences, injuries, or illnesses immediately to your workplace supervisor;
- Work and act safely and help others to work and act safely;
- Co-operate with committees and others on health and safety issues; and
- Refrain from causing or participating in the harassment of another worker.

Adapted from: Government of Saskatchewan Safety in the Workplace info. More info can be found here: [https://www.saskatchewan.ca/business/safety-in-the-workplace](https://www.saskatchewan.ca/business/safety-in-the-workplace)