

**IMPORTANT
ACT QUICKLY!**

Available on the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) website:
www.cnesst.gouv.qc.ca/sites/default/files/documents/certificat-retrait-preventif.pdf

**IF YOU HAVE ANY QUESTIONS, CONTACT THE
OCCUPATIONAL HEALTH TEAM:**

Telephone: 514-858-2460 ext. 8900
 Toll free: 1-866-858-2460
 Email: pmsd.sat.ccsmtl@ssss.gouv.qc.ca



PREGNANT WORKER

**Be cautious during the first
8 weeks of pregnancy!**

**Some chemical products
pose a danger to you and
your baby.**

ACT QUICKLY!



Québec

WHAT ARE THE DANGERS?

The first 8 weeks of pregnancy are the most critical!

The foetus's organs and limbs start developing during those weeks.

Chemicals can cause:

- miscarriage,
- malformations,
- intellectual disabilities.



Legally, you are exercising your right to be reassigned to other tasks when you present your employer with the **Preventive Withdrawal and Reassignment Certificate for a Pregnant or Breast-feeding Worker***, completed and signed by the professional providing pregnancy follow-up care.

If you cannot get the **Certificate** quickly, you remain exposed and at risk. However, you can be reassigned to tasks that present no chemical risks or be temporarily removed from work before you get the **Certificate**. Here's what you need to do.

WHAT TO DO IF YOU ARE EXPOSED TO CHEMICALS AT WORK

- Tell your employer right away that you are pregnant so they can quickly move you away from the chemicals that can be harmful for you and your developing baby. Your employer must reassign you to tasks where there is no risk of exposure to chemicals.
- To get a **Preventive Withdrawal and Reassignment Certificate for a Pregnant or Breast-feeding Worker** (see reverse side), contact a health clinic that provides pregnancy follow-up care. If the **Certificate** is not available immediately, you must get a **medical note** stating that you are pregnant, and give the note to your employer.
- You have 5 days to get the **medical note** and give it to your employer after you have informed them of your pregnancy.
- Give your employer a copy of the **Certificate** and the medical environmental report obtained from the professional providing pregnancy follow-up care as soon as those documents are available.
- Your employer must immediately reassign you to tasks that present no chemical risks, or remove you temporarily, even if the **Certificate** has not yet arrived.
- Whether or not a chemical risk is confirmed after your request has been assessed, if your employer has removed you from work, they must pay you 100% of your salary for the first 5 days, and then 90% for the following 14 days.



Don't wait!

Talk about it right away with your employer and your health professional.