

Arbitrator Imposes One Month Suspension for Lockout Infraction



A company fired a worker for failing to lock out the electrical system on which he was working and not using the specialized equipment provided for such work. The union argued that termination was excessive. And the arbitrator agreed. The worker had two prior infractions. But he'd worked as an electrician for 23 years with an otherwise clean record. So although this offence was serious, the arbitrator ruled that a one month suspension without pay was more appropriate [*Alberici Construction Ltd. v. Electrical Workers, Local 353 (Ierullo Grievance)*, [2011] O.L.A.A. No. 588, Dec. 9, 2011].