

Employer Violated Workplace Violence & Harassment Requirements



A union claimed that a principal of the employer had assaulted a labourer on a work site and later threatened another worker with physical violence and death. The Ontario Labour Relations Board found that the employer failed to comply with the requirements of Bill 168 as it didn't prepare, review and post workplace violence and harassment policies or programs or provide information and instruction to workers on workplace harassment. Although the union asked the Board to award damages to the workers who were victims of workplace violence, it said it didn't have enough evidence to do so but did schedule a date to address the assessment of damages [*Labourers' International Union of North America, Local 506 v Pro-Cut Concrete Cutting Ltd*, [2013] CanLII 1240 (ON LRB), Jan. 11, 2013].