

## Just What Were Those Workers in the Parking Lot Smoking While on Break?



A 30-second video shot on a digital camera clearly showed that the 2 workers were smoking something in the furniture plant parking lot while on break. The workers claimed it was a cigarette. But witnesses and the roach clip found nearby suggested it was marijuana. And the Ontario arbitrator found the eyewitnesses more credible than the workers. **Result:** The employer had just cause to discipline for violating the workplace drug and alcohol policy. And the 5-week suspensions each worker received was a reasonable penalty [*Ridgewood Industries v United Food & Commercial Workers Canada Local 175*, 2020 CanLII 82092 (ON LA), October 26, 2020].