

OK to Use Secret Video Surveillance Film to Discipline Employees



A hidden video camera captured 7 paper mill employees entering the employee numbers of co-workers to get batteries, welding gloves and other supplies from a 'vending' machine. The arbitrator said that the mill couldn't use the surveillance footage and set aside the suspensions. But the mill had the last laugh when the court reversed the arbitrator's ruling. Nothing in the law or collective agreement banned the mill from using a hidden camera to film 'vending' machine transactions and use the footage to discipline the employees, reasoned the court in ordering a new hearing in which the film could be used as evidence [*Irving Paper Ltd. V. Unifor Local 601n*, 2018 NBQB 93 (CanLII), May 15, 2018].