Use of Cameras in Manufacturing Facility Was Reasonable for Safety



A manufacturer installed surveillance cameras in the workplace to achieve greater security and safety. The union demanded removal of the cameras, claiming the manufacturer had violated the collective agreement, provincial law and arbitral policy. An arbitrator found that installation of the cameras was a reasonable exercise of management rights. Reasonable use of the cameras can increase safety. The manufacturer had no ulterior motive. The number and configuration of cameras were appropriate. And they're only used as an investigative tool for past safety incidents and infractions [*Kadant Carmanah Design v. International Association of Machinists and Aerospace Workers, District 250*, [2015] CanLII 79278 (BC LA), Nov. 12, 2015].