

# Discipline for Safety Violations: Lessons for Employers from the Cases



Safety-conscious employers discipline their workers for safety violations. But discipline is subject to review by labour arbitrators in unionized workplaces and by the courts in non-union workplaces. This webinar will present the key lessons for employers from more than a dozen such cases and will sum up those cases with practical recommendations.

This seminar reviewed:

- When do courts and arbitrators uphold or strike down discipline imposed on a worker for safety violations'
- What can employers do to make the discipline 'stick"
- Which types of safety violations are treated as warranting the most serious discipline'
- When is workplace violence a 'firing offence"
- What process should be followed by employers when disciplining or terminating for safety violations'

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