OK to Fire Foreman for Repeated Safety Infractions



A foreman was progressively disciplined and, when he didn’t clean up his act, ultimately fired for a series of safety violations—including failing to wear a hardhat, safety goggles and fall protection equipment. The arbitrator upheld the termination. Repeated safety violations are bad enough coming a grass roots employee; but when they’re committed by a foreman in a safety-sensitive position who’s responsible for ensuring compliance with safety rules, they constitute just cause for termination [*Oberle v. Schindler Abroyd Inc.*, [2013] C.L.A.D. No. 32, Jan. 30, 2013].