Safety Mistake Warrants Suspension, Not Firing



A forestry worker hurt his ankle after getting hit by a tree felled by his co-worker. It could have been worse; but it wouldn’t have happened at all if the co-worker had sounded the warning. The company found the co-worker “100% responsible” for the accident and fired him. The arbitrator reduced the penalty to a 4-month suspension. The co-worker admitted and showed remorse for his errors; although negligent, he wasn’t reckless; and as a long-time employee with a solid record, he could be redeemed and perform productively and safely in the future [*Western Forest Products Ltd. v. United Steelworkers Union, Local 1-1937 (Cyr Grievance)*, [2012] B.C.C.A.A.A. No. 97, July 10, 2012].