Disciplining Employees for Safety Violations in the COVID-19 Era



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About the Webinar

When it comes to employee performance management, can health and safety violations justify the “for cause” termination of an employee? The short answer to this question is yes *and* no. Ultimately, there is no fixed rule as to the degree of misconduct required to justify a dismissal for just cause. So, where does that leave employers when it comes to understanding whether a just cause termination is appropriate for a health and safety violation?

About the Speaker

Adrian Miedema is an occupational health and safety and employment lawyer with Dentons Canada LLP in Toronto. He is listed as “repeatedly recommended” in The Canadian Legal Lexpert Directory as one of Canada’s leading lawyers in the area of Occupational Health & Safety and Workers Compensation, and is also recognized by Best Lawyers in Canada as one of Canada’s leading lawyers in the area of Labour and Employment Law. Adrian is the co-editor of the popular blog, occupationalhealthandsafetylaw.com, which won a Canadian Law Blog Award in 2017. He has significant trial experience, successfully defending companies and supervisors in Occupational Health and Safety Act charges.