The Arbitrator’s decision in the case of Centre Jeunesse de Montréal – It has the authority to set rules for proper dress, piercings, tattoos and personal appearance in the workplace

August 1, 2012

The employer, Centre jeunesse de Montréal – University Institute (hereinafter the "Centre"), adopted a dress code as well as a piercings, tattoos and personal appearance policy for its employees (hereinafter the "Policy").

Although the validity of the Policy was contested by the *Canadian Union of Public Employees, local 4268* (hereinafter the "Union"), the arbitrator, Mr. Carol Jobin, found nearly the entire contents of the Policy to be valid in an extensive 60-page decision rendered last April 13.

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