

Serious termination for safety misconduct

Subject: Employment Termination - Safety Protocol Violations

Dear [Employee Name],

This letter confirms your employment termination effective [Date] due to serious safety violations that endangered yourself and your coworkers.

On [Date], you were observed [specific safety violation] despite receiving comprehensive safety training on [Date] and signing acknowledgment of our safety protocols. This violation could have resulted in serious injury or death.

Safety is our top priority, and we cannot retain employees who willfully disregard established safety procedures. This decision is made to protect all our employees and maintain our commitment to a safe workplace.

Your final paycheck, including any accrued benefits, will be available on [Date]. Please coordinate with HR for the return of all safety equipment and company property.

You have the right to appeal this decision through our grievance procedure within [X] days of receiving this notice.

Sincerely,

[Safety Manager Name]

[Company Name]

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