

Company Could Fire Glazier after Holding Position for Four Years



A glazier for a glass company developed an eye condition that can cause blindness. He went out on disability and the company paid for his healthcare. After four years, the company stopped paying for his healthcare and then fired him. The glazier claimed disability discrimination. But the Human Rights Tribunal dismissed his claim. The glazier's condition was permanent and not going to improve. The company had held his position, which is safety-sensitive, for four years. And the duty to accommodate doesn't require an employer to keep a position open indefinitely, explained the Tribunal [*Hargrove v. Phoenix Glass Inc.*, [2012] B.C.H.R.T.D. No. 133, April 19, 2012].