Constructive Criticism Is Not Harassment



A dispatcher let go from seasonal employment due to performance issues and insubordination was reinstated to full-time work. But the problems continued and after 2 suspensions and a last chance agreement violation, he was fired. The dispatcher claimed he was harassed but the OLRB said no dice. There was no evidence that his supervisor had a personal vendetta against the dispatcher. Constructive counseling and opportunity to improve is not harassment, it concluded [*Ronald Schultz v Gazzola Paving Ltd.,* 2019 CanLII 73549 (ON LRB), August 2, 2019].