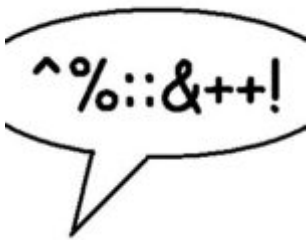


# Employer Ordered to Reinstate Worker Fired for Using 'F' Word



A worker used the “f” word while talking to a benefits case manager about the denial of his short-term disability claim. She reported the conversation to his employer, which fired him. The union filed a grievance. The arbitrator noted that the employer didn’t investigate the incident; it simply relied on the case manager’s account in deciding to fire the worker. This incident wasn’t enough to justify firing the worker. Instead, it should’ve issued him a written warning about the use of language. So the arbitrator ordered the employer to reinstate the worker [*Teamsters Local Union No. 213 v. Canplas Industries Ltd. (Boyko Grievance)*, [2012] B.C.C.A.A.A. No. 47, April 28, 2012].