

# Firing Mechanic Just 2 Weeks after Work Refusal ? Retaliation



A plant mechanic was fired just 2 weeks after engaging in a LOTO-related work refusal'his third refusal in 2 months. The mechanic claimed retaliation but the plant argued that the timing was coincidental and that he was fired for his inability to get along and show respect for colleagues and company processes. The arbitrator agreed. The plant's reasons for firing the mechanic were legitimate and not related to his refusals. The fact that the firing came after the refusal didn't proved that it came *because* of the refusal, the arbitrator reasoned [[\*DSM Nutritional Products Canada Inc. v Jewers\*](#), 2017 NSLB 82 (CanLII), July 4, 2017].