

# Manager Fired for Performance, Not in Reprisal for Complaining to MOL



A housing community decided to extend a manager's probationary period despite performance issues and her conflict with the boss. Soon thereafter, the manager complained to the MOL about being harassed and the community's failure to comply with OHS workplace violence requirements. Two weeks after that, the community asked the manager to undergo a complete performance review and fired her when she refused. The Board found no evidence of reprisal and upheld the termination saying it was for performance and personality issues that pre-dated the MOL complaint [*Allen v Eamon Park Housing Co-Operative Inc.*, 2017 CanLII 67969 (ON LRB), Oct. 10, 2017].