

Meat Packing Plant Worker's Firing for Fighting Was Justified



A worker at a meat packing plant initiated a fight with co-workers after they complained about his always coming back late from breaks. The company fired the worker; the union filed a grievance. The arbitrator noted that the company had a well-known and strict policy against fighting, which was understandable given the nature of the work and presence of knives. The worker had two prior offences on his record, neither for fighting. But he never apologized or took responsibility for his actions. So the arbitrator concluded that his termination was justified [*XL Foods (Lakeside Packers) v. United Food and Commercial Workers, Local 401 (Trawere Grievance)*, [2012] A.G.A.A. No. 57, Nov. 5, 2012].