OK to Fire Veteran Manager for Bullying and Harassment



After 23 years of service, one warning letter and 2 separate suspensions for bullying and harassment, a manager got her pink slip. The union contested each of the disciplinary actions and noted that they were far apart in time. But the Saskatchewan arbitrator ruled that the company had just cause to terminate, including the manager's longstanding pattern of disrespectful treatment of others (which was proven by all the witnesses who testified against her), her denial of responsibility and the absence of any sign suggesting she was capable of changing her behaviour [*Sasktel v Unifor*, Local 2S, 2019 CanLII 57057 (SK LA), June 13, 2019].