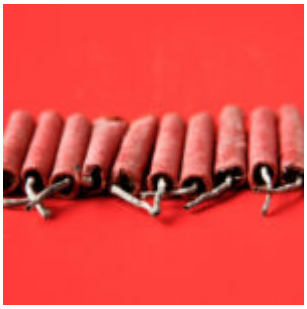
OK to Fire Worker for Setting off Firecracker at Gas Bar



After work, a gas station worker set off a cherry bomb firecracker in the workplace near a gas bar and propane tanks. Fortunately, the firecracker was the only thing that exploded. But the employer fired the worker for this serious safety incident. The union agreed discipline was warranted but argued termination was excessive. The arbitrator disagreed. The worker had a disciplinary record and just received an unsatisfactory job performance review. Setting off a firecracker at a gas bar was reckless and serious misconduct, especially for a worker trained in handling explosive material. So termination was justified in these circumstances [*United Food and Commercial Workers, Local 1400 v. Saskatoon Co-Operative Association Ltd.*, [2015] CanLII 48607 (SK LA), Aug. 10, 2015].