

Series of Infractions & Threat Justify Worker's Termination



A forklift operator was disciplined for failing to comply with the employer's operating procedures. He was also justifiably disciplined for being absent without permission and then for not recording changes in his break times. When he next violated company policy, a customer complained. The worker subsequently made disparaging and racial comments to his supervisor, adding that he'd "fix a couple of guys here." The employer considered this event the last straw and fired him. And the arbitrator agreed, concluding that the employer "had little choice" [[Chandra v. Sim-Tran \(Ontario\) Inc.](#), [2012] CanLII 51999 (ON LA), Sept. 14, 2012].