

Two-Day Suspension Was Sufficient for Cup-Throwing Incident



A restaurant fired a part-time cook when he threw a plastic cup after being told not to discuss scheduling while on the clock. An arbitrator ruled that a two-day suspension was more appropriate. Although this incident was the cook's second angry outburst on the job, he had no prior discipline. And he was a good cook and did apologize for his actions the next day. So the arbitrator concluded that termination wasn't necessary to send the message that this sort of conduct wouldn't be tolerated [*Swiss Chalet Restaurant 1178 v. United Food and Commercial Workers Canada Local 206 (Orrell Grievance)*, [2012] O.L.A.A. No. 309, July 24, 2012].