

Worker's Screaming at Supervisor in Store Justified Termination



A grocery store worker was warned about the inappropriateness of yelling at co-workers. She was then suspended after an incident with her supervisor that resulted in the police being called. After another incident in which she screamed at her supervisor in front of customers and co-workers, the store fired her. The union filed a grievance. But the arbitrator upheld the termination. The worker claimed that she was the victim of abuse, harassment and discrimination but there was no evidence to support these claims. In contrast, the worker engaged in 'blatantly insubordinate conduct,' noted the arbitrator. The store had warned her about her conduct and generously given her a chance to change. And her behaviour didn't warrant another such chance [*Loblaw Companies Ltd. v. United Food and Commercial Workers, Local 401 (Jibril Grievance)*, [2013] A.G.A.A. No. 1, Jan. 4, 2013].