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**B.C. Forest Products Ltd. (Hammond Division) -and- I.W.A., Local
1-367**

[1988] B.C.D.L.A. 190-41

**File No: A-156/88
C. McKee**

MAY 19, 1988

DISCHARGE GROUNDS - INSUBORDINATION - PAST RECORD - CULMINATING INCIDENT

The grievor was discharged for insubordination in making obscene gestures toward a supervisor, refusing a direct order, and using foul language. The Union argued that discipline was warranted, but that discharge was excessive. Held, grievance dismissed. Previous suspensions for insubordination combined with the seriousness of the final incident indicated that discharge was not excessive. The Employer had used progressive discipline to educate the grievor in acceptable behaviour in the workplace, but the grievor showed no improvement.

Decision: See Headnote above.

L. Doidge, Counsel for Employer; D. Pidgeon, Counsel for Union