Office Blow-Up ≠ Poison Workplace Justifying Constructive Dismissal



Horrible relations with her staff caused a manager to suffer mental stress, go on medical leave and eventually leave her job. But her constructive dismissal lawsuit was shot down. The manager's accounts were exaggerated. "Not every workplace blow-up results in poisoning the workplace," the court reasoned. And while the interpersonal situation was pretty bad, it wasn't beyond what a "reasonable person" could tolerate. Accordingly, in leaving the job, the manager repudiated the contract and wasn't entitled to damages for constructive dismissal [*Danielisz v. Hercules Forwarding Inc.*, [2012] B.C.J. No. 1623, Aug. 2, 2012].

Go to the Constructive Dismissal Hot Topic Centre for More Help with Constructive Dismissal, including:

- The HRSDC's official definition of constructive dismissal