

OK to Discipline School Custodian for Bullying His Supervisors



In a bit of a role reversal, a maintenance employee was suspended 1 day and ordered to take an anger management course as a result of bullying and harassing his supervisors. The union grieved, citing the employee's 40-year discipline-free record, but the BC arbitrator upheld the discipline. The evidence showed that there were 3 incidents in which the employee "just went off" on school staff, regaling them with "f bombs" and other profane language. Moreover, the school tried to show kindness to its long-standing custodian by setting the suspension at 1, rather than the recommended 3 days [[Board of School Trustees of School District No. 35 \(Langley\) v Canadian Union of Public Employees, Local 1851](#), 2021 CanLII 87583 (BC LA), September 15, 2021].