

Personal Internet Use During Work Is Time Theft and Just Cause to Terminate



Was excessive web-surfing during work hours time theft justifying termination of a receptionist after 7 years of discipline-free service? The Québec arbitrator said yes. In addition to violating company policy, the receptionist's excessive personal use of the internet hurt her job performance. The receptionist also showed a "casualness" to her job duties by ignoring the company's warnings and not showing any interest in taking advantage of its offers of assistance in improving her performance [[Sherbrooke \(city\) c Union of municipal officials 2ET professionals of the city of Sherbrooke](#), 2021 CanLII 14056 (QC SAT), February 25, 2021].