

Repeated Absences Are Just Cause for Termination



A welder terminated for failing to show up for 6 scheduled shifts over a 3-week period blamed his absences on a bad back and sued for wrongful dismissal. The company contended that he was faking the injury and had abandoned his employment. After hearing all the witnesses, the Saskatchewan court ruled that there was just cause to terminate. The welder never sought disability leave for a back injury; and the medical exam found no evidence of its existence. Moreover, the company followed its progressive discipline policy, having warned the welder on 2 previous occasions and letting him know that further unjustified absences could result in dismissal [[Abdon v Brandt Industries Canada Ltd.](#), 2021 SKPC 37 (CanLII), July 15, 2021].