

Termination Letter Is Awful but Employee Still Deserves to Be Fired



A TV station had ample reason to dismiss a support rep—physically fighting with a co-worker, lousy attitude, poor performance and abusing employee benefits. But instead of laying it on the line, the station's termination letter was vague, apologetic in tone and failed to even mention any of the disciplinary issues. Luckily for the station, the rep's sins were so numerous and egregious that the arbitrator forgave it for the lousy termination letter and upheld the firing [*Molango v. Star Choice Communications Inc.*, [2012] C.L.A.D. No. 223, Aug. 8, 2012].