Termination Was Excessive for Angry Comments During Compensation Dispute

A project manager was fired after a dispute about bonus compensation. The employer claimed the manager was disrespectful and accused the General Manager and Controller of stealing money from him. The court found that such conduct may be inappropriate but wasn’t significant enough to justify termination. Progressive discipline such as a written warning rather than termination should have been used, the court said. Therefore the court said he was terminated without cause and was entitled to two weeks notice according to the terms of the employment contract.