

**What's Love got to do with it?  
Is there any more room for romance or humour in the workplace?**

**Possible Scenarios for Philadelphia**

1. There has been a spill of a chemical substance in a male dominated workplace. The spill was immediately contained and cleaned up by environmental experts. No employee was expected to work in the area until the cleanup was completed. When the employees were asked to resume working, many employees expressed concern about health and safety risks. The Environmental Manager assured the employees that the spilled chemicals were essentially harmless, had been completely removed and that there would be no residual effects from the spill. The foreman then added, in an attempt to be humorous, "Don't worry guys, I've been assured that all that might happen is that our balls might fall off". As a result, many employees refused to return to their assigned work-stations.

**The foreman is a member of the bargaining unit. He was issued a 5 day suspension as a result of his comment.**

**Will the suspension be upheld?**

2. Mary is an attractive and ambitious economist working in a unionized public service agency. John is an equally attractive and ambitious young economist working in the same department. They are often assigned to work on projects together. They also work collaboratively with others. There is fierce competition in their department for advancement opportunities. Mary and John work more effectively together than with the rest of the office. They frequently work in one or the other's office, with the door closed in order to avoid distractions. Other co-workers have complained to the Manager that they are uncomfortable about Mary and John working so often behind closed doors and that Mary and John are not "team players".

The Manager spoke to Mary and John about this. They both laughed and said that their co-workers were “nosy pathetic fools”. The Manager’s response was to warn them to be more respectful of their coworkers’ feelings.

Mary’s recent performance appraisal included negative comments about her attitude toward co-workers and that she needs to improve her teamwork. John’s appraisal had no similar comments.

**Mary has filed a grievance alleging Harassment and Discrimination on the basis of sex.**

**Will the grievance succeed?**

3. The Employer has a “Respectful Workplace” policy that does not prohibit coworkers from dating, but expects the employees to report when they are involved in a relationship with any other employees.

Bill and Ellen are in the same classification. Bill is very shy and not very attractive. He has always admired Ellen and believes that they would be a good couple. They have chatted amiably on many occasions about their shared interests in mountain biking and outdoor sports. As they are leaving work one day, he asks her if she’d like join him on an interesting biking trail the following weekend. She is not attracted to him at all. She is surprised by the invitation. She is very uncomfortable. She had no idea prior to this that Bill was interested in her. She tells him that she is “busy” for the weekend.

Bill tries again the following week, hoping for a positive response.

The next day Ellen calls in to work, telling her manager that Bill has asked her out, that this has made Ellen feel very uncomfortable and that she wants Bill transferred to another office or that she will have to be absent on stress leave until another solution is found. The Manager refuses, telling Ellen to ignore Bill and to “suck it up”.

**Mary files a grievance alleging that she is being forced to work in an unsafe workplace. Will the grievance succeed?**

4. Rosie is 65 years old. She has been in the role of Administrative Assistant for the last 40 years. She is good at her job, she had kept up with all the new technological developments and has invaluable knowledge about the workplace, workforce and the Employer's customers. However, she has not kept up with the times in terms of culture. She greets the attractive men in the bargaining unit by saying, "Hi Handsome" or "Hi Gorgeous". She comments negatively on women's clothes, with comments like, "Looks like you didn't go home last night" or "Is that a Victoria Secret sale item?". These comments have gone on for years and are mostly ignored. She also has a habit of hugging and kissing people.

Matt is a new hire. He is very shy, very handsome and very modest. He wants to succeed with this company. On his first day at the job, Rosie greeted him with wide eyes and welcomed him with huge hug. He was surprised, uncomfortable and did not know what to do. So he hugged her back. Since then whenever he goes near her desk, she jumps up and says, "I need another one of your delicious hugs!" This has become a joke in the department.

He finally asked her to refrain, saying that his fiancée would be jealous. Rosie's response was, "Can't you take a joke?" She has continued to ask him for hugs.

**Matt is tired of all this. He has grieved, alleging sexual harassment.**

**Will his grievance succeed?**

**Would it make a difference if Matt and Rosie's GENDERS/ROLES**

**Gwere reversed?**

5. The IT Department had worked tirelessly over a period of months to launch a new system in the workplace. There had been a lot of tension caused by the persistent, yet brilliant leadership from the Department Head, Jane Jones. With the successful completion of the project, Ms. Jones sent an

email to her staff inviting all to celebrate the retirement of the old computer data base and the launching of a new one. The e-mail said “There will be cake around 1:00 pm today.” A few minutes after the e-mail was sent, Paul responded, copying all: *Will there also be Jones Town Kool Aid served?*

When people complained to Paul about his email, he issued a follow-up the same morning, saying “Sorry. It was just a joke. Can’t anyone here take a joke anymore?”

However, Penny Smith, Pau’s co-worker was horrified and frightened by Paul’s email. Unbeknown to anyone prior to this, she had a sister who had been living in a cult for the last 20 years. Penny left work immediately and was off on stress leave for one month.

Ms. Jones considered the response to be threatening, disrespectful and insubordinate.

Paul was issued a five-day suspension.

**Is there cause for discipline?**

**Is the five-day suspension appropriate?**

**6.** Druzilla is the Chief Lab Technician in a private medical laboratory. She is the daughter of the Lab’s owner. She is highly skilled and greatly respected in her field. She has also been hitting on all the younger, male lab techs for years, hoping that one of them will go out with her. Whenever anyone has complained to Human Resources about Druzilla they have been advised, “Just tell her to ‘Fuck Off’ and then she will leave you alone. If take this further, she will squelch your career here”. As a result, no man has ever complained further.

The female lab techs have watched this go on for years and watched men being favoured by Druzilla time and time again in terms of promotions and job perks. They lodge a grievance alleging a “toxic workplace” and discrimination based on their gender. **Will their grievance succeed?**

**What would be the appropriate remedy?**

# Why Do Fools Fall In Love

The Teenagers

Why do fools fall in love?  
Why do birds sing so gay?  
And lovers await the break of day  
Why do they fall in love?

Why does the rain fall from above?  
Why do fools fall in love?  
Why do they fall in love?  
Love is a losing game  
Love can a be shame  
I know of a fool  
You see  
For that fool is me  
Tell me why, why, why  
Tell me why  
Why do birds sing so gay?  
And...

I saw you flash a smile, that seemed to me to say  
You wanted so much more than casual conversation  
I swear I caught a look before you turned away  
Now I don't see the point resisting your temptation  
Did you come on to me, will I come on to you?  
If you come on to me, will I come on to you?

or

I don't think I can wait like I'm supposed to do  
How soon can we arrange a formal introduction?  
We need to find a place where we can be alone  
To spend some special time without an interruption  
If you come on to me, will I come on to you?  
If you come on to me, will I come on to you?

Paul McCartney

"Come on to me" <https://www.youtube.com/watch?v=ZeJLrtFY7Ds>