

Use the words on the right to form one word that fits in the same numbered gap in the text.

An Alberta arbitration board has recently released a decision concerning the **1** of an employee as a result of the contents of the employee's online blog site. In this case, an administrative employee in the Alberta Public Service (the "**2**") was dismissed after the employer became aware of the contents of her personal blog.

The Grievor's blog contained **3** comments about a number of her **4** and management, **5** to them as "imbeciles," "idiot savants," and "lunatic-in-charge." After an investigation, the Grievor was interviewed about her blog. **6** the Grievor as largely **7**, the employer terminated the Grievor's **8**

The employer took the position that the **9** of the blog postings and the Grievor's lack of remorse and **10** as to why the blog had been so **11** undermined the employment relationship **12**, thereby **13** the Grievor's termination. This was especially so, in the employer's view, in a department that handled sensitive cases and whose well-publicized values emphasized respect, **14**, and co-operation.

The Grievor's union, in **15** the dismissal, argued that the employer had **16**, that the Grievor's attempts at an **17** had been **18** by management, and that the Grievor had a previously **19** record of six years' **20**, As a remedy, the union **21** reinstatement with appropriate **22**, The employer replied that in a relatively small workplace, it would be very unfair to the Grievor's co-workers for the Grievor to be **23** in her employment.

In a 2-1 decision, the Arbitration Board denied the **24** and **25** the dismissal. The Board concluded that "while the Grievor has a right to create personal blogs and is entitled to her opinions about the people with whom she works, **26** displaying those opinions may have consequences within an employment **27** " The Board was satisfied that the Grievor, in **28** contempt for her managers, ridiculing her co-workers, and **29** administrative processes, engaged in serious **30** that irreparably severed the employment relationship, thereby justifying discharge.

Employees cannot simply invoke **31** of speech to publicly make **32** comments online about co-workers or management or to disclose confidential information obtained in the course of employment.

1 DISMISS

2 GRIEVE

3 FLATTER

4 WORKER

5 REFER

6 PERCEIVE

7 REPENT

8 EMPLOY

9 CONTAIN

10 UNDERSTAND

11 OFFEND

12 REPAIR

13 JUSTIFY

14 FAIR

15 CHALLENGE

16 REACT

17 APOLOGISE

18 RAIL

19 BLEMISH

20 SERVE

21 SEEK

22 COMPENSATE

23 STATE

24 GRIEVE

25 HOLD

26 PUBLIC

27 RELATE

28 EXPRESS

29 DENIGRATE

30 CONDUCT

31 FREE

32 DEROGATE