



A Christmas Story or 6

Client Services:

- General advice in relation to all employee-related issues
- Resolving Personal Grievances and Workplace Disputes
- Employment Agreements - drafting and negotiation
- Employment Relations Authority/Employment Court and Mediation Representation
- Employment Relations Strategies
- Training
- Monthly newsletter

After a year that many would like to forget, we thought the last Advocate for 2020 needed to be one of frivolity, humour or at the least mild amusement.

The following are a variety of workplace Christmas stories from around the world. Please note that we do not condone any of the behaviours described, nor can we confirm that the facts contained within are true. Any complaints regarding the appropriateness of this issue, can be made to Santa's Helper, i.e. someone else.

Drunk Employee

Employee Stephen Keenan was dismissed by his employer Leighton Boral Amey Joint Venture (LBAJV) due to his misconduct at his company's Christmas function in December 2014.

During the event, Keenan became quickly inebriated and was involved in a series of incidents, including:

- Telling a company director and another senior employee to "f*** off";
- Asking a female colleague for her phone number; and
- Telling another female colleague: "Who the f*** are you? What do you even do here? (to be fair, a question many have thought to ask colleagues throughout their working careers, but have thought better of)"

After the official function had ended at 10 pm, Keenan went with a group of fellow colleagues to an unofficial after party upstairs at the venue's public bar. During this time, Keenan called a female colleague a "bitch" and kissed another female employee on the mouth, further telling her that he was going to dream about her that night.

Due to his actions at the Christmas function, LBAJV dismissed Keenan.

The Christmas Raffle (by anonymous) – Employee Statement

"The most I had heard about the office parties was that they were open bar and 'crazy'. I hung out there with my wife for almost four hours.

"I started missing my son after that and it seemed to be dying down so I decided to call it a night. I left without saying anything to anyone and went straight home."

The next morning he found out what happened after he left.

"There was a raffle... where my name was pulled twice. The first time it came up was for a very very large smart TV. They decided that since I wasn't there to claim my prize they would redraw.

"The second time was for \$2000 straight from the company owner's pocket. After everyone had a good laugh at my misfortune, they drew another name and gave that one away, too."

The worst thing, he says, is that his family of three live in a single room in his wife's parent's house:

"\$2,000 cash could have literally changed our lives," he wrote.



Disclaimer:

This newsletter is not intended as legal advice but is intended to alert you to current issues of interest. If you require further information or advice regarding matters covered or any other employment law matters, please contact **Peter Zwart, Dean Kilpatrick, Jane Taylor or David Appleton.**

Contact Details:

Level 2
71 Cambridge Terrace
PO Box 892, Christchurch
Tel (03) 365 2345
Fax (03) 365 2347
www.mgz.co.nz

Peter Zwart

E: peter@mgz.co.nz
M: 0274 367 757

Dean Kilpatrick

E: dean@mgz.co.nz
M: 027 279 1353

Jane Taylor

E: jane@mgz.co.nz
M: 021 1539 147

David Appleton

E: David@mgz.co.nz
M: 027 247 4274

Another Drunk Employee

Staff at a Virgin Media Christmas party in 2012 got more than they bargained for when worker Tracy Cordiner joined in the celebrations.

The worker, from Erdington, Birmingham, was accused of drunkenly unleashing a racist, misogynist tirade at her colleagues that resulted in her being sacked for gross misconduct (serious misconduct).

*“One employee complained she had been called a black b****, another woman alleged she had been called a whore and a male colleague alleged he had been sexually harassed,”* said William Hamilton, who represented the complainants at an employment tribunal after Ms Cordiner was sacked.

Ms Cordiner challenged, then appealed the decision, but the tribunal rejected her compensation claim for unfair dismissal.

Even Football Players Need a Christmas Party

When Spurs manager Harry Redknapp banned players from having a Christmas party in 2009, he confidently declared they would *“never take the liberty”* of holding one without his permission.

What Harry didn't know was that 16 of his players, led by skipper Robbie Keane, had chipped in £2,000 each to hire a private jet to go for an all-day Christmas boozing session in Dublin, followed by a night out clubbing.

The pictures duly surfaced, and Harry's mood was not improved by the fact his team lost at home to lowly Wolves three days after their return.

The players were fined a reported £20,000 each, with the money going to charity.

More Christmas Shenanigans from Dublin

Two Dublin police officers had spent the evening drinking and socialising with pals on their Christmas trip to Limerick in 2013.

But when their colleagues called it a night, the pair decided to try and find some company.

Mistaking a house in the city for a brothel, they hammered on the door and demanded to be *“taken to the prostitutes.”*

The bewildered resident saw them off, before heading into town himself to pick up a takeaway.

He bumped into the officers, who had been joined by a pal, and a fight ensued that left two men in hospital.

The officers were subsequently investigated by the police watchdog.



Feliz Navidad

The Honduran Ambassador to Colombia, Carlos Rodriguez Andino, was sacked after the embassy's 2014 Christmas party turned into a drink-fuelled orgy.

According to Honduran reports, the ambassador's good friend and body guard Jorge Mendoza organised the party that included two prostitutes among the guest-list.

But during the party – that lasted from 10pm to 5am – computers and mobile phones were stolen after the women were asked to leave without being paid.

Andino was sacked after the scandal, that threatened to bring the embassy into disrepute.

On that note we would like to wish you all relaxing Christmas break and a Happy New Year. For those of you unlucky enough to experience anything like the above, please note that you can still contact us on the numbers below.

Christmas Shutdown

The offices of MGZ Employment Law will be unattended from midday on Tuesday 22 December 2020 until Tuesday 5 January 2021.

If you require assistance during this time please contact us on the following numbers:

Dean 027 279 1353
Peter 027 436 7757
Jane 021 153 9147
David 027 247 4274

