

**EMPLOYMENT STANDARDS TRIBUNAL**

In the matter of an appeal pursuant to Section 112 of the  
*Employment Standards Act R.S.B.C. 1996, C.113*

- by -

Greg Bedard  
("Bedard")

- of a Determination issued by -

The Director Of Employment Standards  
(the "Director")

<b>ADJUDICATOR:</b>	John M. Orr
<b>FILE No:</b>	97/653
<b>DATE OF HEARING:</b>	October 30, 1997
<b>DATE OF DECISION:</b>	November 13, 1997

## DECISION

### APPEARANCES

Michael Shorthouse and  
Jean Shorthouse

For Mid Island Youth Support Services

### OVERVIEW

This is an appeal by Greg Bedard ("Bedard") pursuant to Section 112 of the Employment Standards Act (the "*Act*") from a Determination (File No. 71675) dated June 29, 1997 by the Director of Employment Standards (the "Director").

The Determination found that Bedard was an employee of Mid Island Youth Support Services ("Mid Island") and that Mid Island had dismissed Bedard for just cause.

Bedard has appealed on the basis that the Director's Delegate did not have all of the facts refuting the just cause and should have found that there were not sufficient reasons for termination.

### ISSUE TO BE DECIDED

The issue to be decided in this case is whether there was just cause for dismissal.

### HEARING

Bedard failed to appear at the scheduled time for the hearing of the appeal although properly notified and therefore the appeal is dismissed: *Forrest v. British Columbia (Director of Employment Standards)* BC EST #D 158/97 , and the Determination will be confirmed.

### ORDER

I order, under Section 115 of the *Act*, that the Determination is confirmed.

**JOHN M. ORR**  
**ADJUDICATOR**  
**EMPLOYMENT STANDARDS TRIBUNAL**