
said, or what was done, this court must engage in a careful analysis of the employer's conduct to see if it would be unjust to force the employer to reinstate the employee. constructive discharge occurs when the conduct of the employer is so severe and stressful to the employee that the employee reasonably could not endure it. in essence, constructive discharge occurs when an employer intentionally makes an employee's working conditions so intolerable that the employee reasonably feels compelled to resign. the test should focus on the objective facts of working conditions, not on the employee's subjective views of those conditions. an example of the application of this test is the case of padilla v. metlife, inc., 84 f. supp. 2d 919 (s.d.n.y. 2000). in that case, a plaintiff alleged that she had been constructively discharged from her position at metlife because of her sex. id. at 923. during the weeks leading up to her termination, the plaintiff had been told that if she did not perform well at her job she would lose her bonus. at 924. the plaintiff resigned from her job shortly after receiving this information. in an effort to find that the conduct of her employer had been sufficiently severe to support a finding of constructive discharge, the plaintiff submitted affidavits of people who testified that they believed that the defendant was mistreating the plaintiff. the court found that such testimony was not sufficient to sustain a finding of constructive discharge. at 925. rather, the court had to look to the objective facts of the situation. 5ec8ef588b

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