# Manager sparks outrage by demanding employee cut short pre-approved Mexico holiday



A manager has ignited outrage online for attempting to cancel an employee’s pre-approved holiday while they were already abroad. The incident, which unfolded via an alarming series of text messages, has raised significant concerns regarding workplace boundaries and the authority exerted by employers over their staff.

In a viral video posted by British career expert Ben Askins on TikTok, viewers were presented with a text exchange that began with the manager's abrupt notification: "Hey, I am sorry to do this so late, but there has been a mistake with the annual leave and I am going to have to cancel the second half of your annual leave this week. You will need to be in the office Thursday and Friday." The employee, already in Mexico, was understandably taken aback, responding, "Huh? But I am already in Mexico?" The boss's insistence that the employee should alter their flights further compounded the situation, leading to a heated exchange that ended with the employee asserting they would report the matter if pressured further.

Askins, expressing disbelief at the boss's overreach, emphasised that once annual leave is approved, it is the employee’s right to take it without interruption from management. He pointed out that employers should instead consider alternative staffing solutions, rather than trying to compel an employee to return from a holiday.

This scenario has sparked a broader conversation around workplace rights and the increasingly blurred lines between professional and personal life. Many viewers shared their own stories of unreasonable demands during their time off, illustrating a troubling trend where employees feel compelled to remain tethered to work, even during their holidays. One commentator highlighted their own difficult experience, claiming they were asked to return from a family event abroad due to scheduling changes, reflecting a common sentiment of frustration towards such management tactics.

Legal experts also weighed in, explaining that an employer cannot cancel approved leave without adequate notice or a viable reason. In many jurisdictions, including Australia and the UK, workplace protections exist to prevent such actions unless there is mutual agreement. For instance, one comment from a legal source clarified that appropriate notice of cancellation must be given—ideally in writing and at least as long as the holiday itself—yet the blatant disregard displayed in this situation suggests a failure not only of communication but also of basic employment standards.

The increasing expectation for employees to sacrifice their personal time for corporate needs is becoming more apparent, as seen in the numerous anecdotes shared by viewers. The apparent ease with which managers overstep boundaries could point to a more systemic issue within workplace culture, one that often prioritises business needs over employee well-being.

In light of the ongoing discourse surrounding workplace management styles, Askins concluded that the incident serves as a crucial reminder for employees to understand their rights. Poorly handled situations like this not only compromise employee trust but can also lead to legal repercussions for employers who fail to respect the mutual trust and confidence that should underpin the employer-employee relationship. The case acts as a stark reminder of the importance of adhering to workplace regulations designed to protect employees and foster a healthier work-life balance.

### 📌 Reference Map:

* Paragraph 1 – [[1]](https://www.dailymail.co.uk/femail/real-life/article-14755593/Boss-sparks-outrage-absurd-texts-employee-holiday-inappropriate.html?ns_mchannel=rss&ns_campaign=1490&ito=1490), [[5]](https://www.warnergoodman.co.uk/site/blog/news/can-i-cancel-my-employees-holiday)
* Paragraph 2 – [[1]](https://www.dailymail.co.uk/femail/real-life/article-14755593/Boss-sparks-outrage-absurd-texts-employee-holiday-inappropriate.html?ns_mchannel=rss&ns_campaign=1490&ito=1490), [[2]](https://www.ft.com/content/859f304a-2787-49c6-9e5a-5d12ad31101c), [[3]](https://landaulaw.co.uk/holidays/)
* Paragraph 3 – [[6]](https://www.farleys.com/can-cancel-reject-workers-holiday/), [[7]](https://www.safeworkers.co.uk/employment-law/can-an-employer-cancel-your-holiday-annual-leave-rights/)
* Paragraph 4 – [[4]](https://www.winstonsolicitors.co.uk/blog/can-employer-cancel-employees-pre-booked-leave)
* Paragraph 5 – [[3]](https://landaulaw.co.uk/holidays/), [[6]](https://www.farleys.com/can-cancel-reject-workers-holiday/)

Source: [Noah Wire Services](https://www.noahwire.com)

## Bibliography

1. <https://www.dailymail.co.uk/femail/real-life/article-14755593/Boss-sparks-outrage-absurd-texts-employee-holiday-inappropriate.html?ns_mchannel=rss&ns_campaign=1490&ito=1490> - Please view link - unable to able to access data
2. <https://www.ft.com/content/859f304a-2787-49c6-9e5a-5d12ad31101c> - From October 26, UK companies are legally required to take proactive measures against potential sexual harassment incidents in the workplace. This law mandates employers to identify and mitigate risks before any misconduct occurs, rather than merely responding to complaints afterward. Failure to demonstrate sufficient preventive actions can lead to increased compensation for victims by up to 25% and potential enforcement actions by the Equality and Human Rights Commission. This shift in focus aims to foster a fundamental cultural change within organizations by encouraging pre-emptive strategies. ([ft.com](https://www.ft.com/content/859f304a-2787-49c6-9e5a-5d12ad31101c?utm_source=openai))
3. <https://landaulaw.co.uk/holidays/> - Unless your contract of employment or handbook states otherwise, there is no legal requirement for an employer to cancel annual leave that has been approved. It would be difficult to argue that your employer is being unreasonable in this instance, particularly as temporary cover may have been arranged to deal with your previously approved holiday. ([landaulaw.co.uk](https://landaulaw.co.uk/holidays/?utm_source=openai))
4. <https://www.winstonsolicitors.co.uk/blog/can-employer-cancel-employees-pre-booked-leave> - Before cancelling an employee's pre-booked leave, employers must give notice, preferably in writing and with as much notice as possible. The notice period should be at least the same length as the period of leave booked, meaning if an employee has booked a week's leave, the employer must give notice of cancellation at least a week before the first day of that leave. ([winstonsolicitors.co.uk](https://www.winstonsolicitors.co.uk/blog/can-employer-cancel-employees-pre-booked-leave?utm_source=openai))
5. <https://www.warnergoodman.co.uk/site/blog/news/can-i-cancel-my-employees-holiday> - Employees may subsequently raise a grievance and/or have a claim for breach of contract and/or constructive dismissal if the employer has not satisfied the above requirements. Constructive dismissal occurs where an employee resigns in response to an employer’s breach of contract and asks the Employment Tribunal to treat their resignation as a dismissal. Most employees rely on a breach of the implied term of Mutual Trust and Confidence, often saying that the employer has deliberately treated them unfairly. ([warnergoodman.co.uk](https://www.warnergoodman.co.uk/site/blog/news/can-i-cancel-my-employees-holiday?utm_source=openai))
6. <https://www.farleys.com/can-cancel-reject-workers-holiday/> - Employers need to be careful to ensure that rejecting holiday requests does not then prevent a worker from being able to take their holiday entitlement in the relevant leave year. It is also important to give consideration as to when a counter notice is appropriate as they are unpopular with staff and should therefore only be used when there is a genuine business need and it is advisable to explain this reason clearly to the worker in question. ([farleys.com](https://www.farleys.com/can-cancel-reject-workers-holiday/?utm_source=openai))
7. <https://www.safeworkers.co.uk/employment-law/can-an-employer-cancel-your-holiday-annual-leave-rights/> - The employee may have a case for Constructive Dismissal if their holiday is cancelled without: An adequate notice period; A viable business reason given, ideally in writing; The employer making attempts to find an alternative solution. ([safeworkers.co.uk](https://www.safeworkers.co.uk/employment-law/can-an-employer-cancel-your-holiday-annual-leave-rights/?utm_source=openai))