

## **MANAGING TRICKY TERMINATION ISSUES** **Half-Day Intensive Virtual Workshop**

Every employment relationship comes to an end. Although termination of employment **can** trigger potential liability for an employer, liability can often be minimized or eliminated with planning and sound decision-making.

This practical, half-day workshop provides participants with the knowledge and tools to handle some of the trickiest situations that can arise when terminating an employee. Using interactive learning and real life-scenarios, topics include:

- **Just Cause:** What constitutes “just cause” for termination? When will a violation of COVID-19 health and safety requirements constitute cause?
- **Statutory Leaves:** Can an employee on a statutory leave ever be terminated? What special considerations apply?
- **Disability Leaves:** When does a long-term disability leave end the employment relationship? What is an employee on disability leave owed if the employment relationship ends?
- **“Bad Faith:** When will an employer be liable for damages for the manner of termination? What can an employer do to reduce this risk?
- **Impact of COVID-19 on Termination Entitlements:** Can a long-term reduction in hours or pay, trigger a termination of employment? Could an employee be entitled to a longer notice period because of the economic impact of COVID-19?

**DATE and TIME:** All workshops are from 9:00am – 12:00pm

Tuesday, February 16      Thursday, February 18  
Tuesday, February 23      Thursday, February 25

**LOCATION:** Zoom Virtual Workshop

**COST:** \$400 plus tax

**REGISTER:** [Here](#) [you will receive a secure Zoom link 24 hrs prior]

This is a small group workshop; space is extremely limited.

