

# ***HReview***

## ***Seminar Series***

**LEXP**ERT RANKED



Please join us at our upcoming *HReview* webinar:



### **Terminating Employment ~ Key Considerations and Best Practices**

In recent years, courts appear to be on a mission to strike down a range of termination provisions to the benefit of employees. Even the most experienced HR leaders have found themselves puzzled about what to do, next. Join us at this *HReview* webinar as we discuss:

#### **1. Employment Agreement Language**

- Cross-Canada caselaw update on the enforceability of termination clauses.
- Risks associated with a fixed-term employment agreement.
- Other key clauses to consider:
  - a. Layoff
  - b. Hybrid/remote/in-office arrangements
  - c. Workplace policies and employee handbooks.

#### **2. Constructive Dismissal**

- What is constructive dismissal?
- Best practices to avoid a successful claim of constructive dismissal.

#### **3. Terminating the Right Way**

- What should be in a termination letter? What should not?
- What should you say in a termination meeting? What not to say.
- When and how to protect your business with a non-disparagement clause.
- How to respond to a Service Canada inquiry about an employee's termination.

#### **4. Terminating the Wrong Way**

- Recent trends in "bad faith" damages.

**Date:** **Wednesday, June 4, 2025; 9:00 a.m. – 10:30 a.m.**

**Webinar:** **Via Zoom (registrants will receive a Zoom link the day before the webinar)**

**Cost:** **Complimentary**

**Register:** **By May 26, 2025 [here](#)**