

Career Smarts

Anne Carbert, Career Counsellor & Transition Coach

Listen to my interview with Nancy online on the Resources page at www.annecarbert.ca.

NANCY SHAPIRO



Nancy is a partner at Koskie Minsky LLP, with a practice devoted exclusively to the area of employment law. She is thoroughly versed in issues surrounding all aspects of the employment relationship and is frequently engaged on the preparation and negotiation of employment contracts. Nancy also litigates wrongful dismissal, breach of contract, discrimination, constructive dismissal, and other disputes in the employment context.

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Employment Law: *Signing Off & Signing On*

Legal issues come up in various ways at work and it is important to know your rights and obligations. In our online interview, Nancy and I focused our discussion on leaving a job and signing a contract for a new job.

When leaving a job ...

- Consider how much notice you should provide. Look at your employment contract and any policy manuals for obligations stipulated there. Get an opinion on what constitutes “reasonable notice” in your situation.
- Reflect on why you’re leaving. If it’s less about needing a new opportunity and seeking a change in your life and it’s more about a difficult work situation where you’re experiencing harassment, get a legal opinion on whether you have a case for constructive dismissal.
- If you’re choosing to leave, do your best to leave on good terms. Keep the lines of communication open and stay positive to ensure good relationships and references.

When negotiating an employment contract make sure that ...

- everything you were promised is in the written contract
- any probationary period the employer stipulates is fair
- the termination provision provides more than Employment Standards Act minimum entitlements
- you can live with any confidentiality, non-solicitation and non-competition clauses
- you agree with any restrictions on your activities such as business outside work or board memberships, etc.

Take Action

Minute Challenge: Remember all the terms and key clauses in your employment contract? Re-read it now to refresh your memory.

Selected Resources

- Employment Standards: www.labour.gov.on.ca/english/es/
- Occupational Health and Safety: www.labour.gov.on.ca/english/hs/
- Human Rights: www.hrto.ca/hrto
- Workplace Safety & Insurance Board: www.wsib.on.ca

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