

# Bad Faith Termination Prevention – Special Report



***The toughest part of managing employment relationships is putting them to an end.***

In addition to the emotional toll, terminating an employee is expensive when it's without cause because the company has to pay termination notice, vacation, and other amounts required by employment standards laws and the contract being terminated. There's also the legal risk that a court or arbitrator will find the termination wrongful and award the employee damages. And it gets really expensive when termination isn't merely wrongful but mean and nasty. Employees who are terminated in bad faith and suffer mental distress as a result are entitled to a special kind of exemplary damages known as Wallace damages, aka moral damages. Here's a briefing on the legal risk and an 8-step compliance game plan to help you manage it.