

Ontario Constructive Dismissal

written by Conner Lantz | August 12, 2021

Currently we have an employee responsible for all of Canada in their role reporting into Corporate VP who is located in the United States. The VP is being terminated and we are looking at having the employee report to a job level below the VP, whilst there are others they could report into that were at the Corporate VP level. Also wanting to add to their responsibility a State to manage. Is this deemed as constructive dismissal? The employee is not comfortable with the change due to both the reporting structure and the add of American business which they have had no exposure to.