

EI 'Just Cause' Evaluation Questionnaire



1. Did Employee Leave Voluntarily: Yes/ No

Instructions: Answer Yes if Employee:

- Quit
- Refused a job offered as an alternative to unemployment
- Refused to resume a job after an absence
- Refused to continue in a job after the business was sold or transferred to another employer

2. Why did Employee Leave? *[Supply the narrative]*

3. Is the Employee's Reason for Leaving Just Cause? Yes/No

Instructions: Answer Yes if the employee left because he was the victim of harassment or discrimination, had to accompany a spouse, common law partner or dependent child to another location, was subject to dangerous or unhealthy work conditions, had to care for a family member, was reasonably assured of another job in the immediate future, was forced to work or denied pay for overtime, was subject to significant changes in job duties, was antagonized by a supervisor or as a result of other reasonable circumstances. **Answer No** if the employee left to go back to school or was unhappy with his salary.

IF YOU ANSWERED YES TO QUESTION 3, PROCEED TO QUESTION 4. IF YOU ANSWERED NO, IT MEANS THE EMPLOYEE DOESN'T HAVE JUST CAUSE.

4. Was Leaving the Employee's Only Reasonable Option? Yes/No

Instructions: If you answered Yes, the employee likely had just cause. If you answered No, he likely does not.