Just Cause Terminations



Date: June 8, 2022

Time: 9:00 AM PT

Speaker: Anthony Panacci

Employers have a very high bar to meet when terminating for “just cause”. This has left employers asking the question: “Can employers ever successfully terminate for cause?” This webinar will demonstrate that just cause terminations are defendable when an employer has implemented appropriate processes and strategies. Specific topics for discussion will include:

- common grounds for “just cause”;
- off-duty misconduct;
- performance management;
- employers’ duty to warn;
- investigating and documenting misconduct;
- special considerations for unionized employers; and
- communicating just cause terminations.

Anthony Panacci is a lawyer with Fasken (Fasken Martineau DuMoulin LLP). He provides strategic advice and represents employers on all aspects of the employment relationship. Anthony advises unionized and non-unionized employers on a wide range of matters, including discipline and employment terminations, workplace investigations, employment standards, and human rights matters. In addition, he drafts employment-related documents such as employment contracts, policies, and employee handbooks. Anthony also represents employers in litigation matters and other administrative proceedings.