

OK to Fire Executive for Moving to Mexico without Permission



A software company fired its highest paid executive about 18 months into his term for moving to Mexico without permission. The executive claimed he was fired without cause, noting that his employment contract provided that he would “initially work out of his own home.” Poppycock, said the court. “Home” meant either Alberta, where the executive was living at the time he inked the deal, or Vancouver, where he was eventually expected to relocate. Mexico wasn’t part of the deal. And, in any event, the company had the power to determine the executive’s work location. So unilaterally moving to Mexico was a repudiation of the contract and just cause for termination [*Ernst v. Destiny Software Productions Inc.*, [2012] B.C.J. No. 734, April 16, 2012].