

Reassignment to Position with Less Responsibility = Constructive Dismissal



After more than 25 years of working as a dock supervisor, an employee was moved to a newly created position with less responsibility. Believing it to be a demotion, he left the firm and sued for constructive dismissal. The court took his side and awarded him \$81,000. The Court of Appeal agreed that there had been a substantial, unfavourable and unilateral change of the employee's employment terms and upheld the ruling [*Morgan v. Vitran Express Canada Inc.*, 2015 ONCA 293 (CanLII), April 30, 2015].