

# TERMINATION NOTICE COMPLIANCE



## **Termination Notice Standards**

The employment standards laws outline specific scenarios where providing termination notice is not mandatory, usually in cases of termination for a valid cause. This segment details the minimum termination notice requirements and their exceptions as per the employment standards in each jurisdiction.

### **What is the required notice period or equivalent payment for employees you dismiss?**

A key distinction between Canadian and U.S. employment law lies in the obligation for Canadian employers to give either notice or payment in place of notice prior to dismissing an employee. The length of this notice is contingent on the duration of the employee's tenure with the company.

## **Know The Termination Laws of Your Province**

Unlike in the US where employment is at will, employers must provide notice or wages in lieu of notice to employees they terminate. Termination notice can be quite expensive, especially when employees have been with the company for a long time. The good news is that termination notice requirements are subject to exceptions. While rules vary by jurisdiction, you don't have to pay notice when termination is for just cause or the employee hasn't completed the minimum amount of service time required for notice rights to vest under employment standards laws.