

Year-End Discipline and Termination Decisions Without Regret – November 25th, 2026



Date: November 25, 2026

Time: 09:00 AM – 10:00 AM (PT)

Speaker: Rick Tobin

About This Webinar

Year-end has a way of forcing decisions that should have been addressed months earlier. A performance issue that started in March is suddenly urgent in November. A manager wants to terminate before bonuses are paid. A restructure gets tied to budget planning. An employee who recently complained, requested leave, or raised an accommodation issue is now on the list. The business may have legitimate reasons to act, but the timing can make the decision much harder to defend.

Discipline and termination risk usually increases when employers move faster than their documentation allows. The file may not show progressive discipline. Performance expectations may not have been clearly communicated. The employee may not have been given a reasonable opportunity to improve. There may be protected leave, disability, harassment, reprisal, or human rights issues sitting in the background.

This HR Insider webinar will help Canadian HR professionals evaluate year-end discipline and termination decisions before they move forward. We'll discuss documentation standards, risk screening, manager communication, timing concerns, notice exposure, and the practical steps HR should take to reduce the chance of a rushed decision turning into a claim.

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