

Employment issues during an economic downturn

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Many businesses in Calgary are facing financial pressures due to a changing economic landscape. Employers may find themselves having to make tough employment-related decisions as a result of the uncertain environment.

Compounding these pressures is the need to navigate through various employment laws and regulations while guarding against liabilities. Ensuring compliance within the regulatory framework is of the utmost importance, especially during periods of economic fluctuation.

Maintaining compliance involves keeping abreast of ongoing changes or updates to the corresponding employment rules and regulations. This helps employers ensure the proper strategies are in place to best respond to periods of economic turmoil. Businesses that stay cognizant of their legal obligations and rights will be in a better position to manage employment issues as they arise and to take pre-emptive action to help mitigate potential risks.

This presentation outlines a variety of employment matters that may arise during an economic downturn and helps arm businesses with the strategic framework to drive informed decisions on the following issues:

- Proper messaging to employees
- Termination processes and strategies
- Changing compensation and constructive dismissal
- The rise of dependent contractor claims

[Employment issues during an economic downturn](#), from [Osler, Hoskin & Harcourt LLP](#).

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