

Employment Law: Services For Employees

We understand the stress that legal problems at work can cause. Having one of Koskie Minsky's employment lawyers as your representative can reduce that stress.

Feel free to contact us at any time to discuss, in complete confidence, the nature of any employment challenge you may be facing.

Koskie Minsky's employment lawyers can help you with all of these employment-related legal issues if you are a non-unionized worker:

- **New employment contracts**

Before you start a new job, we can advise you on your new contract before you sign it to ensure you're getting the best terms during your employment and in the event of termination.

- **Non-solicitation and non-competition agreements**

We can help you understand whether these provisions truly limit your ability to compete or solicit when your employment ends, or help you negotiate better terms before you start a new job.

- **Wrongful dismissal/severance packages**

If you've been "laid off", or fired without cause, you are likely entitled to reasonable notice of termination, or pay in lieu of notice. We can help you determine whether the severance package your employer offers is fair.

- **Constructive dismissal**

If your employer makes a major negative change that fundamentally affects the nature of your job, this could effectively result in a termination of your employment even though you have not been fired. Severe harassment or discrimination at your job can have the same effect. If you have been constructively dismissed, you can sue your employer for pay in lieu of notice of termination.

- **Discrimination and Human Rights**

Discrimination in the workplace is illegal in Canada. If you are treated negatively and differently at work because of your race, disability, gender, religion, sexual orientation or other protected grounds, you have legal protection and can fight back.

- **Workplace harassment**

You are protected by legislation in Ontario against harassment and violence at work. This may include sexual harassment, teasing, intimidating or offensive jokes and innuendos and more. We can help you fight harassment at work.

- **Disability issues**

If you're struggling with an illness or injury that is affecting your work, we can advise you about workplace accommodations, medical leave and short and long-term disability insurance.

- **Parental and other leaves of absence**

We can help you understand your rights and the protections for your job during these absences.

- **Performance and attendance issues**

If you've been having difficulties at work and think you will be terminated, we can advise you on how to proceed.

- **Compensation and benefits**

If you are having issues with your compensation or benefits package at work, we can advise you on your entitlements.

- **Court actions, human rights applications, arbitration and mediation**

Rely on our expertise in advocating for you in any of these forums if you need to commence or defend an ongoing legal proceeding.

[To view services offered to employers, please click here.](#)