

Better Business Practices Series

Handling Difficult Terminations



This interactive session will address the following issues:

- Clauses that every employment contract needs in order to avoid a constructive dismissal complaint.
- Navigating the termination process from start to finish
- Tips on how to reduce the risk of a human rights complaint related to termination
- Can a child care unilaterally reduce an ECE's position if there is low enrolment and the only alternative is a layoff? Does that constitute a constructive dismissal?
- Does an employer set a precedent by agreeing to a flexible start time/modified hours?
- Must an employer accommodate an employee's child care preference if they choose to stay at home with their children?
- Do employee refusals to return to work due to COVID related anxiety/fears require an accommodation?
- Can staff vaccine compliance play a role in decision-making when choosing which staff to terminate or layoff?

Monday October 25, 2021 • 9:30 to 11:30 am • Presented Via Webinar •
Niagara Administrators: No charge (*sponsored through funding provided by Niagara Region Children's Services*); Outside Niagara Administrators: \$45

To register, please contact the ECCDC at 905.646.7311 extension 304, email eccdc@eccdc.org or visit www.eccdc.org

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About the Facilitators

Terri Carr & Joy Lerman – TJ Solutions

Terri and Joy have worked together as consultants and facilitator/trainers working all over southern Ontario for more than fifteen years. They have extensive experience in providing training in the areas of Management, Human Resources, Organizational reviews, and Board Governance.

Terri and Joy's focus is on providing seminars and solutions in managing your Child Care/Family Resource Organizations. Their interactive workshops are creative and energetic combining practical and workable solutions that often include ready-to-use templates you can use in the workplace.

Asha Rampersad – Bernardi Human Resource Law LLP

Asha has represented major Crown Corporations, municipalities, and large private sector clients including Child Care Organizations on a broad range of labour and employment matters, including human rights litigation; grievance arbitrations; AODA and human rights compliance; and occupational health and safety issues.

Equipped with several years of teaching experience at the university level, and conducting numerous training sessions for human resources professionals and child care administrators, Asha has significant expertise in delivering training to both employers and employees on all facets of employment and labour law, including collective agreement interpretation.

Asha has worked with Joy and Terri in the Child Care sector for over seven years. Her main areas of practice include human rights litigation and accommodation issues, labour relations, and all facets of human resources law.