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CANADIAN EMPLOYMENT LAW

Stacey Reginald Ball
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Canadian Employment Law is a one-stop reference that provides a thorough survey of the law with analysis of developing trends. Canadian Employment Law has been cited by the Supreme Court of Canada, and in superior courts in every province in Canada. With methodically organized chapters, Canadian Employment Law can be counted on to provide detailed analysis of the facts and law of thousands of relevant cases. The subject-matter is wide-ranging and addresses topics including wrongful dismissal, fiduciary obligations, tort law and vicarious liability, remedies, constitutional issues, occupational health and safety, employment contracts, duty of good faith and human rights.

What's New in this Update:

This release updates the case law and commentary in Chapter 33 (Prosecution) and Chapter 35 (Human Rights).

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Case Highlights

- **Chapter 35—§ 35:7 Discrimination in Employment**—What is required for a union to discharge its duty of fair representation differs from what is required for a human rights complaint to be “addressed” under human rights legislation allowing for the dismissal of a complaint, such as under section 41(1)(d) of the Canadian Code: *Gillespie v. Canada (Revenue Agency)*, 2025 FC 1 (F.C.).
- **Chapter 35—§ 35:73 Sincerely Held Belief**—An Ontario tribunal found on the evidence presented that an individual’s ethical veganism does not constitute a creed within the meaning of the Ontario Code, because ethical veganism does not address the existence or non-existence of a Creator and/or a higher or different order of existence: *Knauff v. Ontario (Natural Resources and Forestry)*, 2023 HRT0 1729 Ont. Human Rights Trib.) (judicial review dismissed as moot as a result of a settlement in *Knauff v. Human Rights Tribunal of Ontario*, 2025 ONSC 786 (Ont. Div. Ct.).

ProView Developments

Your ProView edition of this product now has a new, modified layout:

- The opening page is now the title page of the book as you would see in the print work
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- The Table of Cases and Index are now in PDF with no searching and linking
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