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THE LAW OF DISMISSAL IN CANADA, THIRD EDITION

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What's New in this Update:

This release includes updates to case law and commentary in Chapters 10 (Mitigation), 11 (Employment Contracts), 12 (Legal Rights of the Employer) and 15 (Legal Issues Arising During the Litigation Process).

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Highlights

- **Employment Contracts — Termination Provisions — General Issues — Specifying “Cause” — Contracts Not Binding — Employment Standards** — *Baker v. Van Dolder’s Home Team Inc.*, 2025 ONCA 578 — intervener (Ontario Chamber of Commerce) added to the appeal — employer’s appeal re: non-enforceability of its termination clause — *Dufault v. Ignace (Township)*, 2024 ONCA 915 noted — “The appeal also engages public policy issues” — “only one of the two Proposed Interveners should be granted leave to intervene” — seven terms re: leave to intervene.
- **Legal Issues Arising During The Litigation Process — Summary Judgment — Acting As Counsel — a Checklist** — *Gayle v. Cambridge Mercantile Corp.*, 2025 ONCA 612 — affirmed on appeal re: the motion judge’s decision that [the appellant’s] claim “did not raise any genuine issues for trial” and that the respondents, her former lawyers, “had [not] colluded with [the respondent’s] principals ... [nor had] the respondents led [the appellant] to enter into an improvident settlement” — the appellant had failed to put her best foot forward.+

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