

Did you know?

April 2011

EMPLOYMENT - BEING LAID OFF OR FIRED

The BC Employment Standards Act describes a person's rights if one is laid off or fired. The rights described here apply to non-union workers. If you belong to a union, the collective agreement between the union and the employer has rules about termination of employees.

What does it mean to be fired without just cause?

Being fired without just cause means that there was no good reason to fire you.

What kind of compensation are you entitled to if fired or laid off without just cause?

1. If you have worked less than three months, your employer does not have to give you any notice or pay.
2. If you have worked three months, you then get at least one week's notice or pay.
3. If you have worked for 12 months, you get at least 2 weeks' notice or pay. For three years of work in a row, you get an additional week's notice or pay for every additional year to a maximum of eight weeks.

What happens if you are fired with just cause?

If you are fired with just cause, which means that there was good reason to fire you, then under the Act, your employer does not have to give you any advance notice or pay.

Is everyone covered under the Act?

No. The Act does not cover people who are:

- professionals such as doctors and lawyers
- real estate agents
- baby sitters
- Employed in industries regulated by the Federal Government, such as banks and airlines

For More Information

You can contact the **Employment Standards Branch** at **1-800-663-3316** or visit their web site at:

www.labour.gov.bc.ca/esb