

All initial Consultations are
FREE. There are no fees
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TOLL-FREE PHONE NUMBERS
Ottawa/Toronto
1-866-701-5811

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AREAS OF PRACTICE

Vehicle Accidents
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Wrongful Dismissal
Disability Insurance Denials
Victims of Crime

EMPLOYMENT LAW

Employment Law: top 3 questions you should ask yourself to preserve your rights

On average, most people spend more time at work than they do at home with their loved ones. Difficulties at work with an employer can have serious financial consequences for employees who depend on their income to support their partners and families.

If you believe your employment is in jeopardy, here are three things to consider to better deal with the situation:

1 Did You Sign an Employment Contract?

If so, your employment contract may determine what minimum notice your employer is required to provide. In Ontario, the Employment Standards Act lists the minimum notice period that employees are entitled to receive. Certain contracts will limit your notice period to the one that is set in the Act, which amounts to approximately one week for every year. If you did not sign any employment contract or your employment contract is silent on the issue of notice, you may be entitled to a much longer notice period. One case set a 12 month notice period for an employment lasting as short as 19 months.

2 Has Your Employer Made Significant Changes Your Position or Responsibilities?

If your employer has asked you to sign a new employment contract with different work conditions, such as changes to your current responsibilities, different work hours, or a salary reduction, you may be entitled to start a claim for constructive dismissal. A constructive dismissal happens when your employer tries to change the fundamental terms of your employment contract and create a situation that leaves you with no other option but to leave your job.

Girones Lawyers offers legal help with no upfront fees for car accident victims, disability denials, and medical and birth injury malpractice cases.

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3 Have You Consulted an Employment Lawyer Before Signing any Documents Provided by Your Employer?

When employer/employee relations are strained, you may be asked by your employer to sign various documents. The best way to protect your legal rights and understand the various options available to you is to consult an experienced lawyer before signing any documents given to you by your employer. Any pressure by your employer to sign documents immediately should be treated with caution.

Girones Lawyers' team of experienced litigators can provide you with the legal advice you need to navigate difficult issues with your employer, such as terminations or constructive dismissals. Our lawyers are available to provide you with a free no-obligation consultation.

Call or visit our website today you have nothing to lose and so much to gain.

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