

We don't make this stuff up...

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Imagine that you're having trouble with your receptionist. When you try to sit down with her to discuss the issues with her performance, she says that she can't discuss them. The next day, she brings her mother in the office to speak to you. You don't want to speak to the mother. Are you obligated to do so under employment law?

We often hear from our doctors that an employee wants their mother (or husband, or family member who belongs to a union) to "represent" the employee in speaking with the employer doctor. Personally, we find that unbelievably unprofessional. Moreover, it gives us great pleasure to say that this is one of the few areas in which employment law in Canada adopts a rational, business-like position: You have no obligation to speak with anyone other than the employee directly. In fact, the Supreme Court of Canada has said that an employer is not even obligated to deal with the employee's *lawyer during* the employment relationship. We typically advise our clients to refuse to address any employment-related issues with anyone but the employee. You hired the employee -- not their family! **Contact us today to learn more!**



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