



# TERMINATIONS & LAYOFFS

February HR In-Brief

## The Looming Impact of U.S. Tariffs on Canadian Jobs: A Crisis in the Making?

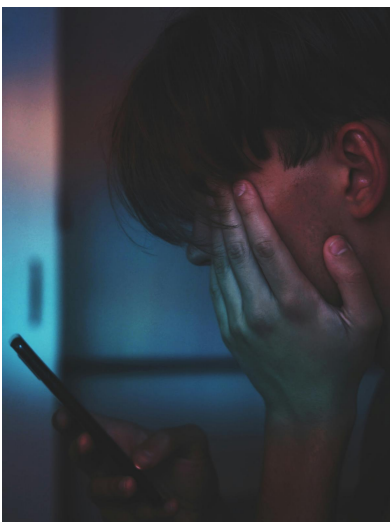
*By Chemistry Consulting Group*

"If immediate labour cost reductions are necessary, temporary layoffs or furloughs can be an alternative to permanent terminations. This approach allows employees to return when the business stabilizes, preserving valuable talent..."

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## It's All in the Timing: The Best and Worst Times to Terminate Employees



### Spring Law

"Some termination timing issues are a question of best practice or common courtesy, while others can attract significant legal liability and can be costly for employers. An employee who is being terminated may not recognize an employer's considerate timing, but they will certainly recognize inconsiderate timing, and this will make everything go a lot less smoothly."

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## Layoffs, dismissals and pay cuts: employers in Canada and the U.S. weigh options in response to tariffs



Torys

"In this brief we cover key issues that employers should be considering as they formulate their strategies, with a focus on three central options: temporary layoffs (referred to as furloughs in the U.S.), dismissals and pay cuts..."

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## Preparing for Tariffs: Workforce Planning During Economic Slowdown



Fasken

"It is not yet clear what the economic impact of these tariffs on the Canadian economic landscape will be, or how long they will be in place, but businesses in Canada should be prepared to address potential changes to their workforce as a result."

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# UNEMPLOYMENT STATISTICS

LOCAL, PROVINCIAL, NATIONAL

# JANUARY 2025

The unemployment rate rises to 6.6% in January.

Employment increased for youth aged 15 to 24 as well as for women and men in the core working age group of 25 - 54.

Employment gains were led by manufacturing, and professional, scientific and technical services.

## Unemployment Rate Across Top Canadian Cities

<b>Vancouver, BC</b>	6.6
<b>Victoria, BC</b>	3.6
<b>Kelowna, BC</b>	4.9
<b>Calgary, AB</b>	7.7
<b>Toronto, ON</b>	8.8

[The Daily Labour Force Survey - January 2025](#)

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Chemistry Consulting Group Inc. | 771 Montroyal Blvd | North Vancouver, BC V7R 2G4 CA

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