

ETHICS & EMPLOYMENT LAW

December HR In-Brief



New Limits on BC Employers Requesting Sick Notes

By Clark Wilson LLP

"These changes restrict BC employers from requesting sick notes when employees take short-term health-related leave. These new restrictions are aimed at easing the administrative burden on BC's healthcare practitioners by reducing the need to write sick notes for employees. While this may be a welcome change for health practitioners, it has significant implications for how employers manage short-term illness and injury leave..."

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About Clark Wilson LLP

Clark Wilson is multifaceted law firm that actively seeks to connect clients with the people, resources and solutions they need to succeed.

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GIVING REFERENCES: 8 TIPS TO AVOID PITFALLS



CFIB

"While there is no legal obligation for you to provide a reference for an ex-employee in Canada, most people do it as a measure of good faith to help the former employee find a new job. Being able to provide good references will not only help your former employees move onto their next position, but it can also help you ask for and recognize a quality reference when searching for your next employee..."

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BEYOND THE 13 FACTORS: MORAL INJURY AND STRENGTH IN THE WORKPLACE



OHS CANADA

"Workplaces today present employees with value misalignments up to and including ethical challenges, which can increase employees' stress levels and make them question why they are doing what they are doing. However, when an employee experiences a violation of their values or ethics, this can result in psychological strain that may result in a moral injury..."

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ETHICAL WORKPLACE CULTURE: A KEY TO TALENT ACQUISITION & RETENTION



TALENT CANADA

"Ethics form the backbone of a great company. Employees want to work for organizations that prioritize maintaining a workplace free from discrimination and harassment. A company that consistently upholds ethical standards ensures a safe and secure work environment, free from the drama and stress of ethical dilemmas..."

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NOVEMBER 2025

The overall unemployment rate declined to 6.5% in November.

Employment increased by 54,000 (+0.3%) in November, driven by gains in part-time work.

Unemployment Rate Across Top Canadian Cities

Vancouver, BC	6.2
Victoria, BC	4.1
Kelowna, BC	11.0
Calgary, AB	7.3
Toronto, ON	8.4
Montreal, QC	5.9

The Daily Labour Force Survey - November 2025



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we've truly enjoyed working with you.

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