

Approximately 90 percent of Canadian workplaces are covered by provincial or territorial labour laws. However, 10 percent of Canadian businesses are federally regulated.

If you are employed by one of the following businesses and industries, you are more than likely working in a federally regulated sector:

- Banks;
- Marine shipping, ferry and port services;
- Air transportation, including airports, aerodromes and airlines;
- Railway and road transportation that involves crossing provincial or international borders;
- Canals, pipelines, tunnels and bridges (crossing provincial borders);
- Telephone, telegraph and cable systems;
- Radio and television broadcasting;
- Many First Nation activities; and
- Most federal Crown corporations.

By working in a federally regulated industry your rights as an Employee are defined by the *Canada Labour Code* (<http://laws-lois.justice.gc.ca/eng/acts/L-2/index.html>) which is administered by Human Resources and Skills Development Canada's Labour Program.

If you have been dismissed from a federally regulated employer you may be entitled to bring a complaint of unjust dismissal under the *Canada Labour Code*.

Kevin Fox specializes in *Canada Labour Code* complaints for unjust dismissals and overtime claims. If you feel that you have been unjustly dismissed from a federally regulated workplace, do not hesitate to contact Kevin to ensure your former Employer has followed the procedures outlined by the *Canada Labour Code*. Kevin will ensure you have been provided with proper notice of termination or appropriate compensation in lieu of notice.

Unjust dismissal complaints under the *Canada Labour Code* are heard by Adjudicators appointed by the Director General of the Federal Mediation and Conciliation Service of Human Resources and Skills Development Canada.

The remedies available to employees under the *Canada Labour Code* are greater than those available in a wrongful dismissal action before the courts. For example, an adjudicator hearing an unjust dismissal complaint can order an employee to be reinstated to their former position with full back pay.

However, you only have 90 days following your termination to file an unjust dismissal complaint. Therefore, it is essential that you seek legal advice in a timely manner.