My paper presents a few interesting recent common law cases with a special reference to decisions of the Supreme Court of Canada and the Alberta Court of Queen’s Bench and Court of Appeal. The cases are divided into general topics, with a brief summary of the present state of the law preceding the case law summaries under each heading. This paper is a companion to my oral presentation. I will attempt to discuss these decisions from a substantive perspective and not duplicate the analysis that my co-presenters will raise when discussing the same decisions from their topical perspective.

It is interesting to note that approximately twenty years ago there were considerably fewer reported employment law decisions. The case law was rather static and, frankly, represented little judicial development. Effectively speaking, the Court of Appeal was the final arbiter of most employment law litigation in Alberta as few decisions made it on to the docket of the Supreme Court of Canada. Over the last ten years, however, the Supreme Court of Canada has considered numerous employment law cases and for the most part has introduced significant changes to underlying common law principles of employment law. Some of these changes are discussed below and I have included a brief commentary on how these developments have been interpreted over the last two years in Alberta.

**JUST CAUSE OR NOT?**

In an action for wrongful dismissal, the onus is on the employer to satisfy the court on a balance of probabilities that just cause existed for the summary dismissal of an employee. If an employee is terminated for cause there is no statutory or common law obligation to provide notice or pay in lieu of notice. The most frequently cited case on what constitutes