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From *Suits* to *Statutes*: A US Employer's Guide to Canadian Employment Law

SPEAKERS

Tracey E. Diamond | Emily E. Schifter

In this episode of *Hiring to Firing*, hosts Tracey Diamond and Emily Schifter use the hit legal drama *Suits* as a springboard to unpack the key differences — and surprising overlaps — between U.S. and Canadian employment law. Joined by Chris Andree, an employment partner at Gowling WLG, they explore what cross-border employers need to know about Canadian law, from the absence of at-will employment and the requirement of lengthy notice periods, to the high bar for “just cause” for employee terminations. The team also tackles drug and cannabis testing in safety-sensitive roles and generous government-mandated leave entitlements. Tune in for practical takeaways on harmonizing policies, documenting decisions, and partnering with local counsel to help ensure your real-world issues don’t become TV-drama-level crises.

Troutman Pepper Locke's [Labor + Employment Practice Group](#) provides comprehensive thought leadership through various channels. We regularly issue advisories that offer timely insights into the evolving employment law landscape, and maintain the [HiringToFiring.Law Blog](#), a resource spotlighting best practices for employers. Our [Hiring to Firing Podcast](#), hosted by Tracey Diamond and Emily Schifter, delves into pressing labor and employment law topics, drawing unique parallels from pop culture, hit shows, and movies.

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