

EmploymentSource™

The Next Evolution in Legal Research – Introducing WestlawNext® Canada

Dramatically improved searching, intelligent tools, and an intuitive design are the key differentiating factors that will provide legal professionals with greater **efficiency, effectiveness and confidence** in their legal research.

Research Tools that Deliver Efficiency

From the flexible all-in-one search box and customizable interface to the search filters and visual indicators, WestlawNext Canada brings you innovative research tools so you can research in a way that's most natural and intuitive to you.

Canada's Most Advanced Legal Search Engine

WestlawNext Canada lets you simultaneously search across different content types with a single query and delivers you the best results, faster. Results are ranked by relevance and sorted by content type, so you can find what you need in minutes, not hours.

New Ways to Organize and Share Research

You can copy and paste with standard citation and annotate documents by highlighting text and adding personal notes. You can also drag and drop documents and text snippets into project folders. Then folder sharing lets you tap into previous research across department and organizational boundaries like never before. Save time with instant access to shared documents from any computer. No more reinventing the wheel.

CONVENIENT HOME PAGE ACCESS TO EVERYTHING YOU NEED

The screenshot shows the EmploymentSource home page with the following features highlighted by numbered callouts:

- 1** Global Search Box: A search bar at the top of the page.
- 2** Primary Sources: A section on the left with expandable categories like 'Cases and Decisions', 'Statutes and Regulations', 'Commentary', and 'Articles and Newsletters'.
- 3** Commentary: A sub-section under 'Commentary' with links to 'Texts and Annotations'.
- 4** Finding Tools: A section at the bottom left with links to 'Canadian Abridgment' and 'Statutes'.
- 5** CURRENT AWARENESS: A section on the right with links to 'Dismissal and Employment Law Digest' and 'The Employment Bulletin - Legal Issues in the Workplace'.
- 6** DISMISSAL NOTICE PERIODS: A section on the right with a link to 'Dismissal Notice Periods Search'.
- 7** TOOLS AND RESOURCES: A section on the right with links to 'Mediator and Arbitrator Directory' and 'Legal Memoranda'.
- 8** ABOUT: A section on the right with a link to 'What's in EmploymentSource'.

- 1** Global Search Box – perform a global search across all EmploymentSource content by simply keying in search terms in the search window.
- 2** Primary Sources – provides easy access to employment-related case law, plus employment and labour-related statutes and regulations.
- 3** Commentary – provides direct access to some of Carswell's most highly regarded texts and newsletters on employment wrongful dismissal and occupational health & safety law, including the searchable index for each text.
- 4** Finding Tools – provides direct access to employment-related Canadian Abridgment digests, plus click to browse indices.
- 5** Current Awareness – offers subscribers easy access to the most recent issues of The Employment Bulletin and Dismissal and Employment Law Digest and quick access to the latest Supreme Court of Canada decisions.
- 6** Dismissal Notice Periods – Link to the dismissal notice periods search template and database.
- 7** Tools & Resources – allows one click access to the Dismissal Notice Period database, Mediator & Arbitrator Directory, Legal Memoranda and Carswell's eReference Library.
- 8** About – provides users with a link to a documents describing EmploymentSource content coverage and currency.

What's in EmploymentSource™ (formerly Employment Spectrum)

EmploymentSource™ is now available on WestlawNext Canada. You'll find the right mix of resources for your employment law practice in one online research tool. EmploymentSource combines expert commentary, case law, legislation and dismissal notice periods, with functionality that is practical and easy to use.

You'll have online access to our leading authored works, covering everything from wrongful dismissal to occupational health and safety, all integrated with case law and legislation. And you'll be able to search dismissal notice periods, get results that link to full-text decisions, and generate reports.

Deeper content

WestlawNext Canada goes behind the case law and the legislation, taking you deep into the law to reveal the subtleties and intricacies that will give you true insight into your case or issue.

Case Law

Court Decisions

- A comprehensive collection of full-text employment-related case law, with unreported decisions from 1977 to present and cases reported in the Dominion Law Reports from 1912 and cases reported in Canadian Cases on Employment Law (C.C.E.L.) from 1983
- Court decisions cited in the Commentary, including cases reported in the Dominion Law Reports since 1912
- Employment-related topics include:
 - employment standards
 - wrongful dismissal
 - occupational health & safety
 - human rights
 - workers' compensation
 - privacy
 - pensions
 - employment insurance

Tribunal Decisions

EmploymentSource includes comprehensive collections of tribunal and board decisions, including:

- **British Columbia Employment Standards Tribunal** – from 2010 forward
- **Alberta Employment Standards Umpire Decisions** – all available decisions from 2010 forward
- **Canada Public Service Staffing Tribunal** – from 2010 forward
- **Canadian Labour Part III Adjudications** – from 2010 forward
- **Manitoba Labour Board** – from 2010 forward
- **New Brunswick Labour Board** – from 2010 forward

- **Newfoundland/Labrador Labour Relations Board** – from 2010 forward
- **Ontario Labour Relations Board** – from 2010 forward
- **Ontario Pay Equity Hearings Tribunal Decisions** – from 2010 forward
- **Ontario Public Service Grievance Board** – from 2010 forward
- **Canadian Occupational Health and Safety** – from 2013 forward
- **British Columbia – British Columbia Human Rights Tribunal** – from 2009
- **P.E.I. Human Rights Commission** – from 2005 forward

PDF Images & Case Law

PDF Images – Law Reports

PDF images of employment-related Dominion Law Reports (D.L.R.) decisions, with headnotes, exactly as they were published in D.L.R.

PDF Images – Originals

PDF images of all available reported and unreported employment-related original decisions as they were released from the courts, tribunals and boards, including court stamps and signatures.

Case Views

From a dynamic list of Case Views on the right-hand pane of your screen, select the HTML Case View of the decision you want to view. Case Views for EmploymentSource decisions include:

- Source View – with Carswell's summary and Abridgment classifications
- Dominion Law Report (D.L.R.) View – with Canada Law Book's D.L.R. headnote and D.L.R./A.C.W.S. classifications
- All-Canada Weekly Summaries (A.C.W.S.) View – with Canada Law Book's A.C.W.S. summary and D.L.R./A.C.W.S. classifications

Access the PDF image of the original decision from the Source View of the decision. Access the PDF image of the law report from the Dominion Law Report (D.L.R.) View of the case.

Dismissal Notice Periods Database

Includes notice periods from the tables in Canadian Employment Law (Ball) and The Law of Dismissal in Canada, Third Edition (Levitt). The custom search template allows you to quickly and precisely find the decisions based on search terms such as type and name of position, salary range, length of service, age, jurisdiction, court, judge, date and special circumstances. The Dismissal Notice Periods results are linked to the full text decisions. And, you can generate reports summarizing your search results with calculated averages.

Legislation

Gain access to the full text of federal, provincial and territorial statutes, plus selected regulations dealing with employment standards, employment insurance, labour relations, collective bargaining, arbitration, pay equity, human rights, privacy, workers' compensation, and occupational health & safety.

Authoritative

The Canadian Abridgment – a comprehensive collection digests of Canadian case law that is organized by legal issue according to a single taxonomy exclusive to Carswell. Covers virtually every case reported in Canada since 1803.

Authored Treatises by Canada's foremost employment and occupation health & safety law experts to ensure authoritative and reliable research is at your desktop – fully integrated with links to both case law and legislation. Exclusive to EmploymentSource:

- **Canadian Employment Law**, Stacey Reginald Ball – A thorough survey and analysis of all aspects of employment law in Canada.
- **Canadian Health and Safety Law: A Comprehensive Guide to the Statutes, Policies and Case Law**, Norman A. Keith – Detailed coverage of occupational health and safety law in every jurisdiction in Canada.
- **Dismissal and Employment Law Digest**, Editor-in-Chief: Howard A. Levitt – Commentary on key employment cases, plus concise, practical summaries of the latest dismissal cases from across Canada.
- **Employee Obligations in Canada**, James A. D'Andrea – A one-of-a-kind resource, providing analysis and insightful commentary on the employee's legal obligations to the employer.
- **The Employment Bulletin: Legal Issues in the Workplace**, Editor-in-Chief: Norman Grosman (Grosman, Grosman & Gale LLP) – Timely and authoritative insight on critical and emerging workplace issues.
- **Illness and Disability in the Workplace: How to Navigate Through the Legal Minefield**, James A. D'Andrea – Analysis of the legal risks and practical solutions for managing workplace illness and disability.
- **The Law of Dismissal in Canada, Third Edition**, Howard A. Levitt – Current and practical guidance covering every relevant rule, topic and strategy essential to build and defend your dismissal cases.

Innovative

- Natural language, terms and connectors, or templates customized by document type.
- Search-within-a-search features a locate option for precise results
- Search or browse Tables of Contents

Effective Research Pathways

All WestlawNext Canada content is seamlessly linked so you never have to back track to find related information. You'll find everything you need in one place and we'll point out and provide links to relevant related material along the way. This logical linking ensures that you always move forward in your research, giving you the fastest route to better results.

EmploymentSource Home Page – built to allow you to efficiently access any employment law content. Find specific information without having to choose multiple databases or learn database codes.

KeyCite® Canada – Case and Legislative Citator

KeyCite® Canada – Case and Legislative Citator provides a network of linking from primary law to a wealth of supporting material to help you understand the decision. When you note up a decision with KeyCite Canada, you see not only Canadian case law that has cited the decision you have noted up, but also:

- Foreign cases that have cited the decision
- Canadian Encyclopedic Digest entries
- Law review and journal articles
- Commentary and analysis
- Court documents
- Quantum digests
- Words & Phrases entries
- Index to Canadian Legal Literature (ICLL) entries

When you note up a statute, regulation, or rule with KeyCite Canada, in addition to cases that have cited the legislation, you will also see references from annotated legislation and legal memos on WestlawNext Canada.

Productivity Tools

KeyCite Alert – Fully integrated into your KeyCite searching, this powerful tool takes citations research one step further by keeping you apprised, via e-mail, fax, or wireless, of developments affecting cases or legislation that matter most to you.

WestClip allows you to monitor legal developments that could affect you, your organization and your clients. Clips can be delivered to your e-mail box, wireless device, printer or fax machine.

Currency Tools

- **Newsletters** – Stay current on the most recent developments in employment and dismissal law with The Employment Law Bulletin (Editor-In-Chief: Norman Grosman, Grosman, Grosman & Gale LLP) and Dismissal and Employment Law Digest (Editor-in-Chief: Howard Levitt).
- **Latest Supreme Court of Canada Decisions** – available from the EmploymentSource home page and updated daily.

Intelligent Finding Tools

Only WestlawNext Canada combines the advantages of authoritative editorially created finding tools and state-of-the-art search technology, ensuring that you always find exactly what you need – using fewer steps to get better results faster. Finding tools available from EmploymentSource home page include:

- **Dismissal Notice Periods** – include in your EmploymentSource subscription. Arbitrator & Mediator Directory – available through a subscription to Litigator or pay-per-view.
- **Legal Memoranda** – available through a subscription to Litigator or pay-per-view. Carswell's eReference Library® – convenient link for those with subscriptions to specific online products in this virtual library.

Superior Support

Training Options

To ensure our customers are fully trained on how to use and maximize the content and functionality on WestlawNext Canada we offer a variety of complimentary training options that can be customized to meet customer needs, including training sessions for groups or individuals; in hands-on computer labs, board room settings or Webinars. Pre-recorded tutorials and downloadable user guides are also available on our website.

Research Support

We offer free, live telephone support 24/7 access to assist you with your research.

Advantages Over Other Research Services

	WestlawNext [®] CANADA	Other Services
Ease of Use	Customizable Display Clear, intuitive interface leverages the best of modern web design and lets you customize your home page with your most frequently used content for easy access.	Other services have interfaces that are outdated and out of step with expectations of new users. Nothing compares to the customization on WLNC.
	Visual Indicators Visual indicators help you keep track of work you have already done.	No other service has anything comparable to WLNC's visual indicators.
Comprehensive Legal Content	Primary Law, Analytical, Materials, Legislation Materials Unparalleled breadth and depth of primary law, analytical materials and finding tools. Carswell's collection further enhanced by Canada Law Book collections, including authoritative case reports, key tribunal materials and market-leading treatises and annotations.	No other service can match our scope and historical depth of coverage.
	Search Single search box on home page lets you choose how you want to search; plain language, Boolean, find a particular document, note up a particular document, or simultaneously search across all document types.	Other services are limited to searching by database or content type, and require users to choose separate boxes for Boolean terms, plain language, or to find a particular document.
Dramatically Improved Search Environment	Sort and Filter Results Lets you search broadly across all content and then sort by content type such as cases, statutes, and more. You can also narrow your list results by any applicable field: jurisdiction, topic, judge, law firm, and more.	No other service has this level of filtering capability.
	Plain Language Search Market-leading plain language search engine, with results ranked by relevancy, has been newly enriched to help even novice users find what they need.	Other services do not offer plain language searching capability or the option is limited.
Finding Tools	Unique Editorial Tools Primary law documents integrate with related information via editorially created links, ensuring that you find what you need quickly, without missing anything: These links are powered by Carswell's market-leading finding tools: <ul style="list-style-type: none"> • Canadian Encyclopedic Digest • Canadian Abridgment classification and case digests • KeyCite Canada (case, statute, regulation and rule citators) • Words and Phrases • Index to Canadian Legal Literature 	Other services have tried to create equivalent finding tools, but their services are lacking in terms of historical depth, scope of content, and integration with other content. As a result, these services have far fewer links on primary law documents to related information, making for inefficient research.
	Project Folders Allow you to drag-and-drop key documents and text snippets into folders organized by issue, client, or topic, so that all vital information can be kept in one place for quicker access later.	No other service offers integrated foldering for their legal research.
Analyze and Organize More Efficiently	Notes and Highlighting You can highlight text within a document. You can also type in your own personal research notes on a particular case for future reference, make a note to yourself to follow up on something, and overall, keep your thought process going and productively captured.	No other service offers the ability to highlight text or create research notes.
	Copy with Citation You can copy and paste text into your work product with all available citations.	No other service offers this.

