

WORK AGREEMENT

Location: _____ Effective Date: _____

PARTIES:

Employer Name: _____

Employer Address: _____

Employee Name: _____

Employee Address: _____

1. POSITION AND DUTIES

The Employee agrees to be employed in the capacity agreed upon by both parties and shall perform all duties as assigned by the Employer, complying with all lawful instructions and policies established by the Employer.

2. TERM OF EMPLOYMENT

This Agreement shall commence on the Effective Date and shall continue until terminated by either party in accordance with the provisions of this Agreement.

3. REMUNERATION

The Employer shall pay the Employee a salary or wages at the rate agreed between the parties. Payment shall be made in Canadian dollars on a schedule determined by the Employer and agreed upon by the Employee.

4. WORK SCHEDULE

The Employee's normal working hours shall be as agreed in writing between the parties. The Employer may require reasonable overtime work compensated in accordance with applicable laws.

5. CONFIDENTIALITY

The Employee shall not, during or after the term of employment, disclose any confidential information related to the Employer's business except as authorized or required by law.

6. TERMINATION

Either party may terminate this Agreement by providing the other with notice or pay in lieu of notice as required by Canadian employment standards and applicable provincial legislation. Termination for cause may occur without notice or pay in lieu.

7. STATUTORY COMPLIANCE

The Employer and Employee agree to comply with all applicable federal, provincial, and municipal laws, including but not limited to employment standards, human rights, occupational health and safety, and privacy legislation.

8. BENEFITS AND LEAVES

The Employee shall be entitled to benefits and leaves as per the Employer's policies and applicable Canadian laws, including but not limited to vacation, statutory holidays, sick leave, and parental leave.

9. INTELLECTUAL PROPERTY

All intellectual property created or developed by the Employee in the course of employment shall be the sole property of the Employer, and the Employee agrees to assign all rights to such intellectual property to the Employer.

10. NON-COMPETITION AND NON-SOLICITATION

During employment and for a reasonable period thereafter, the Employee shall not engage in any business or activity that competes directly with the Employer's business nor solicit the Employer's clients or employees, within the geographic region of employment.

11. DISPUTE RESOLUTION

Any disputes arising out of or related to this Agreement shall be resolved in accordance with Canadian law through negotiation, mediation, or arbitration prior to initiating litigation.

12. ENTIRE AGREEMENT

This Agreement constitutes the entire understanding between the parties and supersedes all prior agreements, representations, or warranties, whether written or oral. Any amendments must be in writing and signed by both parties.

13. SEVERABILITY

If any provision of this Agreement is found to be invalid or unenforceable, the remaining provisions shall continue to be valid and enforceable to the fullest extent permitted by law.

14. GOVERNING LAW

This Agreement shall be governed by and construed in accordance with the laws of Canada and the applicable province or territory where the work is performed.

EMPLOYER'S SIGNATURE

EMPLOYEE'S SIGNATURE

Signature: _____

Signature: _____

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