



# Firing Unionized Employees

Aldo Ortiz, Elijah Selga, Iyan Velji, James Okere

**In January 2022, the San Jose Sharks  
terminated Evander Kane's contract.**

# Timeline



**May  
2021**

**Kane  
Declares  
Bankruptcy**



**Sept  
2021**

**Kane  
Accused of  
Gambling**



**Oct  
2021**

**Kane  
suspended  
for fake  
vaccine  
card**



**Jan  
2022**

**Kane  
terminated,  
NHLPA  
files  
grievance**



**Jan  
2022**

**Kane signs  
with the  
oilers**

# Bankruptcy

## Kane declares bankruptcy

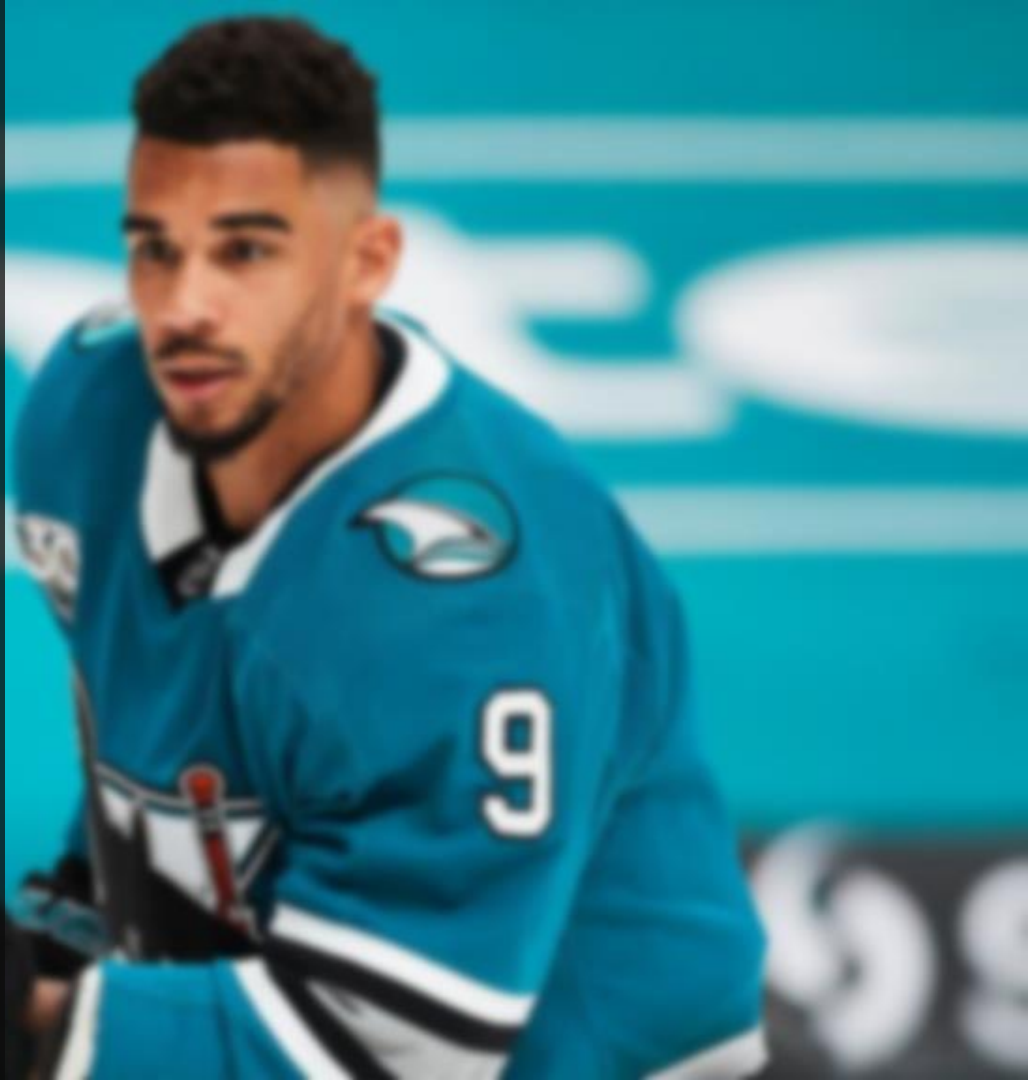
- **\$27 million** in debt
- **6** active legal disputes
- **-\$91,000** a month

## Termination Considered

- Bankruptcy court notified
- **Consensual** termination

# Gambling

- Kane was accused of **gambling** on his own games
- The NHL investigated and **cleared** him of any guilt





# Suspension

- Kane was **suspended** 21 games for a fake vaccine card
- He was sent to the **San Jose Barracudas** after the suspension

# Termination

After disobeying the AHL's **Covid protocols** and the NHL standard player contract; the **San Jose Sharks** **terminated** Evander Kane's contract.



# Grievance

- Shortly after the termination, the NHLPA filed a **grievance** on behalf of Evander Kane
- This lead to the end of his **eight** year contract with the San Jose sharks.







# Aftermath

- After his termination, Kane signed with the **Oilers**.
- He currently has **23 points** and **15 goals** in 28 games.

# Relation to Human Resources

## Chapter 10

### Collective Bargaining

- The process in which the company and union agree on a **legally binding contract**

### Grievances

- Grievances can be specific to one employee or for all employees
- Usually followed by **rights arbitration**

# Key Takeaways

**1**

**Screen who you hire**

**2**

**Employees must follow health and safety requirements**

**3**

**It is harder to fire unionized employees**

**THANK YOU**

# Sources

**Sharks' Evander Kane files for bankruptcy with \$26.8 million of debt**

<https://theathletic.com/2316763/2021/01/11/sharks-evander-kane-bankruptcy/>

**Evander Kane, Sharks tell bankruptcy court they might end contract**

<https://theathletic.com/news/evander-kane-sharks-tell-bankruptcy-court-they-might-end-contract/9j41kma31z7o/>

**Sharks waive Evander Kane after breaking the AHL's COVID-19 protocols in the last of several slip-ups**

<https://www.cbssports.com/nhl/news/sharks-waive-evander-kane-after-breaking-the-ahls-covid-19-protocols-in-the-last-of-several-slip-ups/>

*Understanding Human Resources Management: A Canadian Perspective*

**Evander Kane signs with Edmonton Oilers: How we got here and how he'll fit in**

[https://www.espn.com/nhl/story/\\_/id/33160897/evander-kane-signs-edmonton-oilers-how-got-here-how-fit-in](https://www.espn.com/nhl/story/_/id/33160897/evander-kane-signs-edmonton-oilers-how-got-here-how-fit-in)