

Knock knock!

[View this email in your browser](#)

The Ontario Ministry of Labour is currently engaged in an inspection “blitz” aimed at employers in the professional services industry in the western Ontario region, including Halton, Hamilton, Kitchener/Waterloo, Niagara, and Windsor. Specifically, the Ministry is targeting professional employers in this region until the end of June to assess their compliance with the *Employment Standards Act*.

An employer selected in the blitz may be given some advanced warning by the Ministry (e.g., a letter) but it is also possible that a Ministry Inspector will just show up unannounced. In either case, an employer is obligated by law to cooperate in the inspection. Among other things, an Inspector may request a copy of payroll records and other employment documents to assess compliance with standards such as minimum wage, overtime, eating periods, public holiday pay, and vacation. An Inspector will also likely verify that an employer has posted the Employment Standards Act [poster](#). (Click, print and post the poster if you do not already have it posted.)

According to the Ministry, one of its primary goals in conducting this blitz is to promote compliance by educating employers about their responsibilities under the *Act*. However, Inspectors also have the power to issue Orders and fines and can also visit an office later to re-assess compliance.

If you're selected for an inspection or otherwise have questions about the *Employment Standards Act*, get in touch with your MBC Team!

WIN a Pro Bono Presentation!

How would you like to win a presentation to your study club or doctors' group meeting by



MBCLEGAL.CA

Canada's HR Law Firm for Doctors

The PPP: Just Do It

Copyright © 2015 MBC Information Solutions Inc. All rights reserved.

[unsubscribe from this list](#) [update subscription preferences](#)



Website



Email



LinkedIn



YouTube