

2016-10-7 Spusal Contracts

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Darling, please sign here...

Among the most common questions we have from our doctors at Intake Meetings is whether the doctor should put their spouse (who works in the practice and/or derives income from it) on a contract. Our answer is always a resounding Yes, for at least two reasons:

1. 42% of all marriages will end in divorce*. We certainly hope that you are in the 58%. However, in the unfortunate event that you are not, we believe strongly that your family law interests should be resolved in the family law sphere as is proper, rather than through the back door of employment law.

2. Quite apart from issue number one, in the event that the Canada Revenue Agency (CRA) does an audit of your business, it is very helpful to be able to show that your spouse is being treated as any other arm's length party in your practice. (The same principle applies to any other family member: sister, child, etc.) The greater the income that you attribute to your spouse relative to market rates, the more important this issue is. Where two or more doctors own the practice, it is even more vitally important that each of their spouses is on a proper contract. You do not want to be caught with expensive, legal liabilities (often in the six figures!) when *your partner's* marriage dissolves.

The bottom line is, in 2016 no Canadian business should employ anyone, related or otherwise, without a high-quality contract and comprehensive HR policies.

*Statistics Canada 2011.

Join us for a very special Happy HR

How to Get the Most out of your PPPTM





Date: Friday, October 14 at 2pm

If you are in the Oakville, Ontario area, join us for a very special **"Happy HR"** focusing on planning for your smooth and successful transition out of your practice. We'll have refreshments and discuss the issues that are crucial to ensuring that you don't leave any of your money on the table, while being respectful to your legacy. If you only attend one cocktail party this year, this should be it! Whether you're ten months or ten years from a sale of your practice, failing to plan is planning to fail.

Most respected brokers across the country will tell you that when you have MBC's PPP™ your practice will likely sell for dramatically more, and with much less hassle. If you already have a PPP™ don't miss this essential opportunity to learn how to get the very most out of it. If you don't yet have a PPP™ come learn what all the fuss is about, and how, like your colleagues across the country, *you too can increase the value of your practice by up to six figures.*

Rsvp: Cheryl at chs@mbclegal.ca or 905-825-2268.

The first 5 attendees to Rsvp will receive a **free** copy of the DVD course, *Top Ten Tools for Your Employer Toolbox* (value: \$199).



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Don't leave any of *your* money on the table.

Contact us to maximize the value of your practice, without harming your legacy.

[Jon Walton](#)



519-829-5953

[Tom Schramm](#)



416-720-3915

[David Schramm](#)



289-834-3893

[Irv Handler](#)



647-286-5839

We are delighted to welcome Irv Handler, formerly of Scotiabank!

Our brokerage division is booming, and we are excited to send you new practice listings as they become available. Just click one of the below to sign up for the listings that are relevant for you.

[Dental Listings](#)

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Check out the new site: mbcbrokerage.ca. [Contact us](#) today for your appraisal and sale needs: 905-825-2268

"Thanks to the PPPTM and MBC's input years before, my practice sale was seamless and efficiently handled."

Dr. Garry Solomon

*Past President, Ontario Association of Orthodontists
and Canadian Association of Orthodontists*

Minimum Wage Hikes in BC and Alberta

The minimum wage in British Columbia has increased to \$10.85 per hour effective September 15, 2016.

The minimum wage in Alberta has increased to \$12.20 per hour effective October 1, 2016.

**Reminder to Ontario employers:
the Bill 122 alarm has rung**

THE BILL 132 ALARM HAS RUNG...

As Ontario employers, each of us had until September 8, 2016, to comply with significant new legal obligations. On March 8, 2016, Bill 132, the Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment), 2016, (the “Act”) received royal assent. Among other things, the Act requires that, as an Ontario employer, you update your workplace harassment policy to comply with the Act before the September 8 deadline. (Click here to read [Bill 132](#).)

If you are an existing Practice Protection PackageTM client of MBC, this is one of the exceedingly rare times (in our thirteen years of business) that you must update your PPPTM. As a professional courtesy to our PPPTM clients, for a limited time, we will update the Workplace Policy Manual of your PPPTM to comply with the new law for a nominal fee of \$320 (plus HST). Please contact us as soon as possible as we have a large roster of clients who need to have their policies updated and the clock is ticking. While we obviously will not be able to update yours in time for the deadline, at least if you are audited by a Ministry official, you can say that you have begun the process. Email: mbc@mbclegal.ca or call us: 905-825-2268.

The PPP: Just Do It

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