

2016-10 Probation And Happy HR Invite

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What do you mean I don't have a probationary period?

Employers often wish to hire employees on a probationary basis. This is a great idea as it gives each side an opportunity to assess the fit of the working relationship. But did you know that there is no automatic presumption under Canadian law of a probationary period? Doctors are often surprised to learn that the law will not give them the benefit of that period without a very clear agreement in writing. And short-service employees who are terminated during what the doctor mistakenly thought was a probationary period are often entitled to a disproportionately long "notice period" and hence a relatively large amount of money. To be safe, always ensure that you have a written probationary term that makes it clear to the new hire that you have the right to terminate them during the initial probationary period (the permissible length of which varies somewhat across the provinces):

- (a) without cause;
- (b) without notice; and
- (c) without pay in lieu of notice.

When we prepare a Practice Protection Package™ (gold standard contracts and policies) for our doctors, we include an electronic version of a New Hire Contract which does this for you. If you are already a PPP™ client, just give two personalized copies to the employee at the time you make the offer of employment (not after they accept an oral offer, or worse, after they've already started working!) As we always advise our doctors, if you have not signed a comprehensive employment agreement (and policies) with each employee, you have signed a blank cheque! Transition all your staff to high quality contracts and policies and take back those blank cheques. Contact us to learn more and to ensure that your practice has the benefit of probationary periods, an essential management tool.

Join us for a very special Happy HR

How to Get the Most out of your PPP™





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).



MBCLEGAL.CA

Canada's HR Law Firm for Doctors



MBC Brokerage

The Appraisal and Brokerage Name You Can Trust

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](#)

[Optometry Listings](#)

[Veterinary Listings](#)

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 132 alarm has runa...**

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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