

# 2017 07 What Have We Done To Deserve This

[Campaign Preview](#)

[HTML Source](#)

[Plain-Text Email](#)

[Details](#)

---



Alexis de Tocqueville famously said that in a democratic country, people get the government they deserve. Reviewing the draconian upcoming changes to employment law being made by the governments of Ontario and Alberta, employers can only wonder what we did wrong.

The Ontario government is planning public hearings and accepting written submissions on its proposed Bill 148, which they have tendentiously titled "Fair Workplaces, Better Jobs Act, 2017." Bill 148 proposes drastic changes to Ontario employment law. (It should be noted that Alberta passed similar legislation last month, with the bulk of changes to be in effect by January 1, 2018.

There is a long list of proposed changes including an increase to the minimum wage rate to \$15 per hour by January 1, 2019 (the largest increase in history). Another change would be to add a third week of vacation after 5 years of service.

Among the most concerning provisions, from our perspective, are those which would provide for ten days of personal leave (two of which must be paid) which would no longer be limited to employees who work for large employers (i.e. those with over 50 employees). Every employer would have to provide this benefit. Moreover, as if it weren't difficult enough to manage employee attendance in Canada, employers would be prohibited from asking for a medical note. It is difficult to see how an employer would be able to ensure this leave was not abused. Even worse, the leave days may be taken without any notice to the employer, making scheduling an even greater nightmare than it currently is. We anticipate a booming business for temp agencies.

This public consultation process will likely be your last opportunity to tell the Ontario government about the problems and concerns with Bill 148. You can send a written submission by July 21, 2017. While speaking opportunities are not guaranteed, you can also attend a public hearing by registering through the following steps:

1. Email or call Attend the Clerk, Eric Rennie, at 416.325.3506 or by e-mail at [ERennie@ola.org](mailto:ERennie@ola.org).
2. Identify: your preferred city and alternative city, your organization, your proposed speaker(s), your street address, phone number and email address.

Hearings are currently scheduled to be held during the week of:

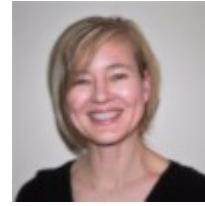
- July 10, 2017- Thunder Bay, North Bay, Ottawa, Kingston and Windsor-Essex during the week.
- July 17, 2017- London, Kitchener-Waterloo, Niagara, Hamilton and Toronto.

For more information, see the government [notice](#).

The changes proposed by Bill 148 are dramatic and would cause significant problems for business. If de Tocqueville was right, I for one don't know what Alberta and Ontario employers have done to deserve this.

## Welcome Karen Tobin!

MBC Legal is delighted to announce that Karen Tobin has joined your team as an Associate Lawyer. Karen practised management-side employment, labour, and human rights law with a national Bay Street firm for several years before holding senior human resources leadership roles in the federal and provincial public sectors. Karen will be an outstanding resource to our health-care sector employers across the country. She looks forward to hearing from you with any of your HR-law questions: [ktobin@mbclegal.ca](mailto:ktobin@mbclegal.ca) or 905-825-2268.



**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 Maria Turner!

MBC Brokerage is delighted to announce that Maria Turner has joined your team as an Associate. Those of you who have worked in the dental industry for any length of time may know that Maria has been a very successful, boutique, practice-management adviser to dentists for decades. At MBC, we receive a lot of referrals from myriad professionals in the health-care industries we serve; few are so highly valued and trusted by their clients as Maria. Maria will also be working with the Legal Division of MBC to offer our clients comprehensive occupational health and safety programs and training. If you, like many doctors, need assistance to ensure you are complying with your complex OHS obligations at law, contact Maria today: [maria@mbcbrokerage.ca](mailto:maria@mbcbrokerage.ca) or 905-825-2268.



## Listings

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](http://mbcbrokerage.ca). [Contact us](#) today for your appraisal and sale needs: 905-825-2268

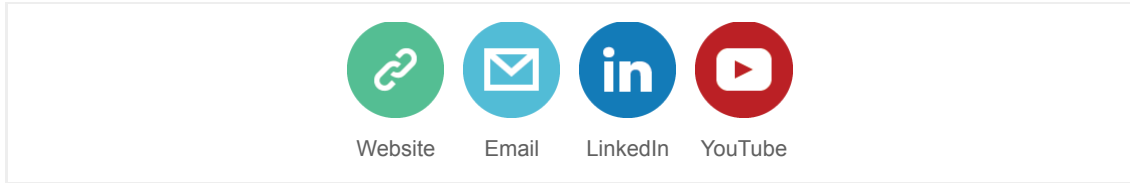
*"Thanks to the PPP™ and MBC's input years before, my practice sale was seamless and efficiently handled."*

*Dr. Garry Solomon  
Past President, Ontario Association of Orthodontists  
and Canadian Association of Orthodontists*

**The PPP: Just Do It**

Copyright © 2017 MBC Information Solutions Inc. All rights reserved.

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



---

This email was sent to << Test Email Address >>

[why did I get this?](#) [unsubscribe from this list](#) [update subscription preferences](#)

MBC Legal · 15 Belvedere Drive · Oakville, On L6L 4B5 · Canada

