

# What You Don't Know Can Really Hurt You™

WHAT EVERY DOCTOR SHOULD KNOW ABOUT EMPLOYMENT LAW™

**Attention Ontario employers with employees of 5+ years'  
service**



Greetings!

Effective January 1, 2018, entitlements to vacation time and vacation pay have increased in Ontario. That is because the revisions to the sections of Ontario's *Employment Standards Act, 2000*, that cover vacation came into effect on January 1, 2018.

Employees with five years or more of service are now entitled to 3 weeks of vacation and 6% vacation pay, effective January 1, 2018. Both active and inactive employment (e.g. time while on parental leave) count for the purposes of determining whether the employee has been employed for five years or more.

This is just one of the many changes to the ESA. For further details, see below.

As always, **contact** us if you have any questions at all.

Sincerely,

*Mariana and your team*



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## Bill 148 is now Law

As you have likely seen in the media, Ontario is undergoing the most dramatic changes to employment legislation in decades. Bill 148 (the tentatively named *Fair Workplaces Better Jobs Act*) has been passed. (Alberta previously passed similar legislation and other provinces are likely to follow.) The bulk of the amendments to the *Employment Standards Act* (the "ESA") came into force on January 1, 2018.

If you are an existing PPP™ client, you should, in our opinion, update your contracts to be consistent with the new law. Fortunately, (and because we have been very careful drafting over the years) the updates should be simple. Please click on the link below in Part I: Updating Your PPP™ below for details. For all readers, we have prepared a summary of the important *ESA* changes that we think you need to be aware of, in Part II,

below.

To see how any *ESA* or other employment law provision applies to your particular situation, **contact** us.

### Part I: Updating Your PPP™

If you are an existing PPP™ client, please click **here** to learn how to get your contracts updated in accordance with the new law.

### Part II: ESA Amendments

Whether or not you are a PPP™ client yet, click **here** for a summary of the changes to the *Employment Standards Act*.

## Regulatory Complaints



We have extensive expertise in regulatory matters and the earlier in the process we get involved, the better. Do not wait until the matter has already been referred to discipline before you contact us; our expertise earlier on in the process may dramatically change

the outcome and quite possibly keep it from going that far. Reach out to us as soon as your regulatory college asks you to respond to a complaint. We can ensure that your response to the Inquiries, Complaints and Reports Committee (ICRC) puts you in the best possible position to resolve the matter quickly and in a manner that is most advantageous to you. We can negotiate a resolution before the ICRC or, if necessary, represent you before the Discipline Committee. If you have employees who are members of a health regulatory body (e.g. dental hygienists), we can assist you to ensure that you are meeting your obligations as an employer with respect to reporting matters to the employee's college.

### About Patricia Latimer

Patti is an Associate Litigation Lawyer at MBC Legal. She has appeared at all levels of Court in Ontario as well as tribunals like the Canadian Human Rights Tribunal. She has been independent legal counsel to administrative tribunals at regulated health colleges and General Counsel to the College of Opticians of Ontario. She is a Council Member of the College of Respiratory Therapists of Ontario.

## Health and Safety Training

Do you feel overwhelmed by the myriad health and safety regulations and how to train your staff? MBC Legal is delighted to announce that we have expanded our Health and Safety training services. **Maria Turner** has not only joined MBC Brokerage as an Associate, but she is also bringing her decades of dental office expertise to the Legal Division to allow us better to serve your needs. If you need help with your onerous obligations to train staff on health and safety, call us today. You can reach Maria at 905-464-2545 or [mct@mbclegal.ca](mailto:mct@mbclegal.ca).



**Contact Maria**



**Articles and Videos**

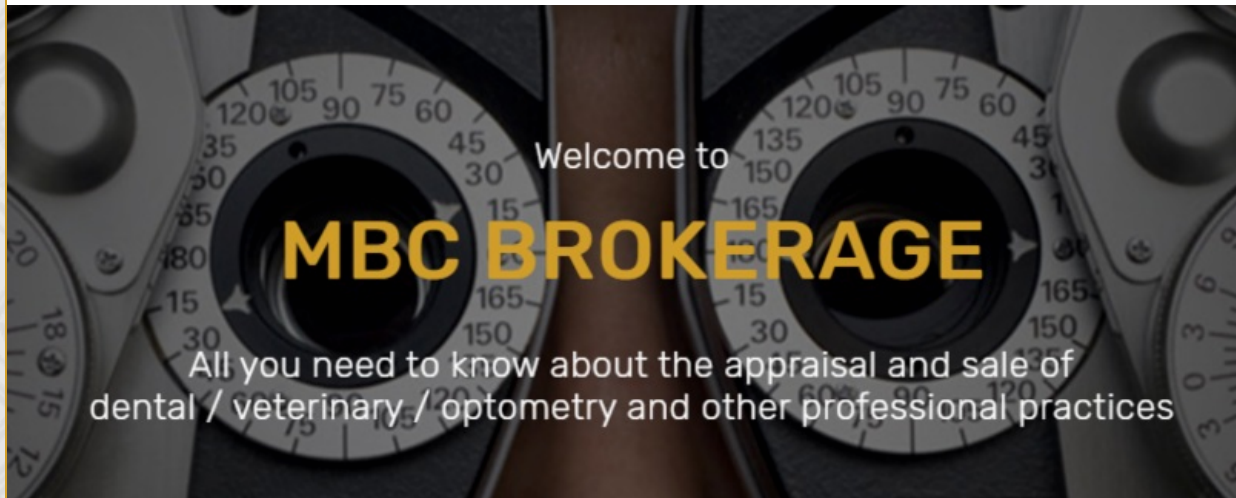
If you are concerned about a situation that looks like it might become litigious, the sooner you contact us, the more we can help. Contact us at 905-825-2268 or [email here](#).



[Contact us](#)

*"We hired MBC Legal to transition our staff to proper, legal contracts and office manual (PPP TM). This turned out to be one of the best business decisions we have made as subsequently a long term employee who was terminated for just cause started a six-figure lawsuit against us... Due to MBC's expert legal representation, the employee and her lawyers dropped the lawsuit and walked away with nothing. We highly recommend the MBC Legal team!"*

*"MBC Legal has been helping my husband's dental clinic for years. I am not involved in his dental practice and when my own personal employment issue arose, MBC represented me well in a difficult situation... I don't believe that any other firm would have been able to deliver what MBC did in my situation."*



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We have set out as much general information as possible here for you in order to be as helpful as possible. However, please understand that nothing here constitutes legal advice, nor does it create a solicitor-client relationship. If you are an existing MBC client, or you wish to become one, please contact us so that we can address your specific

situation and advise you properly.

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