

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

WHAT EVERY DOCTOR SHOULD KNOW ABOUT EMPLOYMENT LAW™

Click below to get it...



Greetings!

The January 1st, 2018, changes to the *Employment Standards Act, 2000*, caused the previous (6.0) version of the ESA Poster to be outdated. Therefore the Ministry of Labour has published a new (7.0) version. As an Ontario employer, you must:  
[A] post this new poster in a location in your workplace in which employees will be likely to see it; and  
[B] you must also give each employee a copy.

## [A] Posting a Copy

Please note you must post the:

- 1) English version;
- 2) in PDF format;
- 3) printed on 8.5" x 11" paper;
- 4) in either colour or black and white.

Click [here](#) for the English version.

## [B] Providing Copies

Copies may be provided as hard copies, email attachments or by way of a link to a database (but the last option has certain preconditions). *We suggest you keep proof that you provided a copy to each employee.*

## Other Languages

If the majority language of your workplace is other than English and the Ministry has published a version of the poster in that language, you are required to post that version beside the English version. If an employee requests a copy in another language which is published by the Ministry, you must provide it.

Click [here](#) for other language versions.

As always, [contact](#) us with any questions about this or any other of your employment law needs.

Sincerely,

*Mariana and your team*

## 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.

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](#).

"We hired MBC Legal to transition our staff

## 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

*"I have very recently been involved in a complex employee termination. I write to indicate in the strongest possible terms that Mr. [Dirk] de Lint acted in the most cordial, highly professional, empathetic and efficient manner. His attention to detail and the speed which he performed the turn-arounds of the various draft letters to the opposing lawyer, were extraordinary. Most notably, as a result of careful consideration and thoughtful negotiation, we were able to obtain a 4-fold reduction in the*

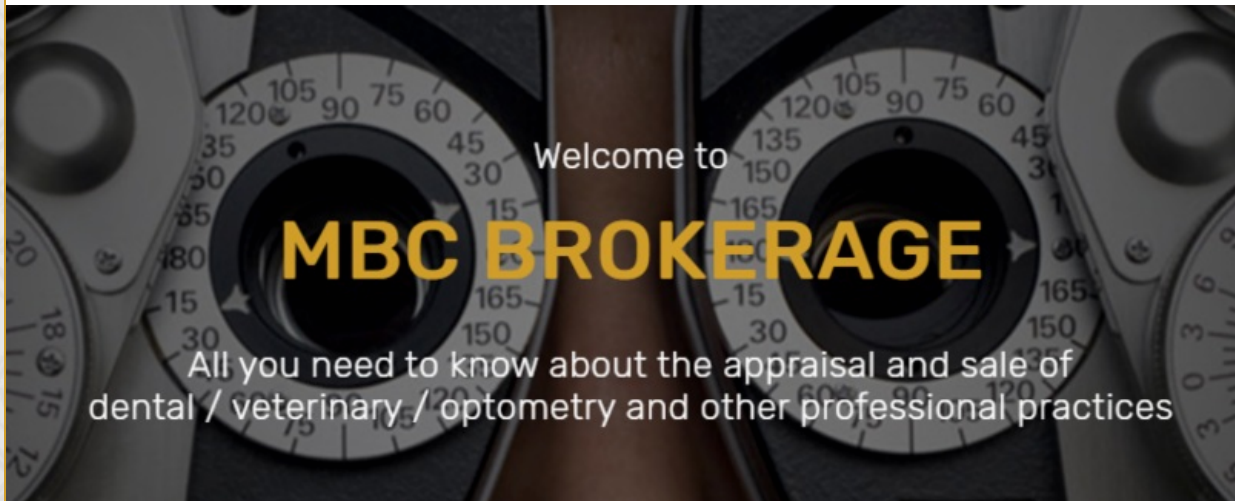
to proper, legal contracts and office manual (PPP TM). This turned out to be one of the best business decisions we have made as subsequently a long term employee who was terminated for just cause started a six-figure lawsuit against us... Due to MBC's expert legal representation, the employee and her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



*anticipated pay-out to the employee at the time of the termination. In short, Mr. de Lint enabled a difficult situation to be managed in a calm, deliberate and humane manner while at the same time providing first-rate value for the cost of his services.*

Christopher A. McCulloch, D.D.S., Ph.D., F.R.C.D.  
(C)  
Canada Research Chair in MatrixDynamics  
Professor, MatrixDynamics Group  
Faculty of Dentistry, University of Toronto

Contact us



Tel: 905-825-2268  
Fax: 905-825-8633  
Email: [mbc@mbcbrokerage.ca](mailto:mbc@mbcbrokerage.ca)  
Address: 15 Belvedere Drive, Oakville  
Ontario, Canada L6L 4B5

MBC  
Brokerage

Contact Your  
Team

Listings

Request  
Appraisal

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.

