

What You Don't Know Can Really Hurt You™

WHAT EVERY DOCTOR SHOULD KNOW ABOUT EMPLOYMENT LAW™



Greetings!

Normally, we send these e-lert updates only once monthly (aiming for the first Sunday). But we thought this was important enough to send immediately. It's wonderful to get to be the bearer of *good* news for employers! (It's been a while.) The Ontario government has responded to the backlash against the new public holiday pay formula (which often lead to absurd results). As an interim measure the government **has made a new regulation**, O. Reg. 375/18, that reinstates the old public holiday pay formula (which applied prior to January 1, 2018) for all employees. **The regulation will come into effect July 1, 2018**, and can be reviewed [here](#).

Sincerely,

Dirk (Mariana, and your team)

#Me Too Much



The #Me too movement has unleashed an avalanche of sexual harassment claims against myriad men in power. It is a bad time to be a man.

No one would deny that it is positive that victims of sexual impropriety in the workplace feel empowered to come forward. But a dark side of this phenomenon is that some unscrupulous women are using the opportunity to make

Health and Safety Training

Do you feel overwhelmed by the myriad health and safety regulations and how to train your staff? Yet another dental office has been closed by Public Safety.



MBC Legal is delighted to announce that we have expanded our Health and Safety training services. **Maria Turner** has not

false claims for mercenary reasons.

It is doubly unjust for a woman to lie about being harassed, first, because it falsely accuses her employer, but secondly, it makes it that much less likely a truly sexually harassed or assaulted woman will be believed. Doctors are particularly vulnerable to false claims of harassment because of the disparity in income (and perception that doctors have "deep pockets") and the gender and power imbalance in many health care workplaces.

The majority of lawsuits currently faced by our male doctors involve allegations that they sexually harassed the employees. It seems to be a virtually obligatory last-minute throw-in to every lawsuit against a male doctor. Fortunately, some of the claims are demonstrably false.

At MBC Legal, we are proud to be winning cases where doctors were wrongfully accused, thereby restoring doctors' valuable reputations. For example, we recently defeated a hygienist's scurrilous claims against one of our dentists. The Court not only dismissed her claims as patent lies, **the judge also awarded our client over \$50,000 in legal fees!** Look for articles in the near future documenting that excellent result and other cases we are winning on behalf of our valued doctors.

If you are concerned about a sensitive situation involving one of your staff, the sooner you contact us, the more we can help. Contact us at 905-825-2268 or [email here](#)..



Patricia Latimer

Patti is an Associate Litigation Lawyer at MBC Legal. While she is far too modest to

boast about her impressive litigation prowess, I (Mariana) think you should know that she is an absolute rock star in the Court room, and a perfect fit in MBC's stellar roster.

Patti has appeared at all levels of Court in

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 or IPAC, call us today. You can reach Maria at 905-464-2545 or mct@mbclegal.ca.

Contact Maria

"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 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

"We hired MBC Legal to transition our staff to proper, legal contracts

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.

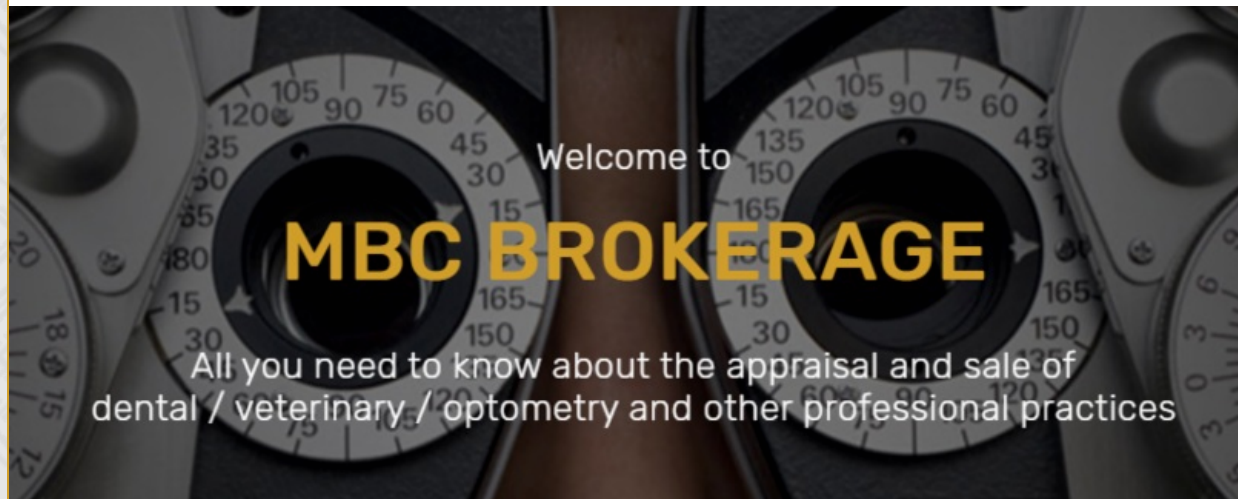
Contact Patti: 905-825-2268 or [email here](#).



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!"

[Articles and Videos](#)

[Contact us](#)



Tel: 905-825-2268
Fax: 905-825-8633
Email: 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.
