

What You Don't Know Can Really Hurt You™

WHAT EVERY DOCTOR SHOULD KNOW ABOUT EMPLOYMENT LAW™



Greetings!

October 17, 2018, marks an historic end to the prohibition of cannabis in Canada. Recreational cannabis ushers in a new era for Canadian employers who will now need to deal with this change in their workplaces. To help our clients deal with it, we have prepared a Drug and Alcohol Policy for you to include in the Workplace Policy Manual that we prepared for you as part of your Practice Protection Package™.

If your PPP™, is relatively new, you may already have a Drug and Alcohol Policy. Please check your Workplace Policy Manual. If you do not have a Drug and Alcohol Policy follow the steps in the Instructions link below.



continued below...



**Dr. Eric Rouah, Big Bay
Dental**

"My PPP™ saved me over **\$100,000** I would have had to pay to employees who left or got fired. It happened on two occasions and MBC destroyed their lawyers with incredible back up and case law. Guess what: we never heard back from their lawyers. Pay a little now to save a s**t load later--not to mention aggravation."

Click here for:

1. **Instructions** for adding the Drug and Alcohol Policy to your PPP™'s Workplace Policy Manual;
2. Drug and Alcohol **Policy**;
3. Staff Annual **Acknowledgement** of WPM

As always, if you have any questions at all, call us: 905-825-

2268 or [email](#) us.

Sincerely,

*Mariana,
Dirk,
and your MBC team*



Turnkey Workplace Programs & Training



Most doctors have neither the time, nor the inclination, to train their staff on the myriad issues on which the law now requires that staff must be trained.

When doctors delegate the task to an employee, they find almost invariably that the end product is not sufficient to meet legislative requirements. Everyone is then frustrated that all that staff time and effort (and the wasted payroll) was all for naught. The regulatory requirements are complex so it is understandable that a medical or dental office employee will extremely rarely have the requisite knowledge, training or experience to produce a program and training that is legally compliant.

We can help. If your staff have not been trained on Health and Safety, IPAC, Accessibility or Anti-Violence, we have programs that will do it all for you:

i. Workplace Infection Control Program

ii. Workplace Health and Safety Program

Both programs are **turnkey solutions**. When shopping for programs, ensure that you are comparing apples to apples: how much of the program will you end up having to do yourself? MBC programs *do it all for you* and include everything you need: assessments, posters, forms, compliance checklists, comprehensive manuals and training of your staff.

For more information or to reserve one of the remaining spots in our roster, contact Maria at 905-464-2545 or mct@mbclegal.ca.

How can we help you?

- Litigation
- Health and safety training
- Practice Protection Package TM
- Consultations
- Optimizing your practice for sale

Contact us

Articles and Videos

Welcome to

MBC BROKERAGE

All you need to know about the appraisal and sale of dental / veterinary / optometry and other professional practices

Do You Know What Your Practice is Worth?

We do! For a limited time, MBC Legal clients are eligible for a **30% professional courtesy** off of a professional practice appraisal from our brokerage division. Call us today to learn why so many of your colleagues love and trust us with their baby: 905-825-2268 or email: mbc@mbcbrokerage.ca.



Jon Walton
General Manager, MBC Brokerage

Contact Your Team

Listings

Request Appraisal



Tel: 905-825-2268

Fax: 905-825-8633

Email: mbc@mbcbrokerage.ca

Address: 15 Belvedere Drive, Oakville
Ontario, Canada L6L 4B5

Now I'm getting a little verklempt!

Thanks to everyone who voted in our recent poll. We are very proud to report that you rated this monthly e-let series (out of 5 stars):



(a) on how informative it is: 4.8 stars;
(b) on how interesting it is: 4.9 stars.

We put a tonne of work into making it both informative and interesting for you, and are thrilled to know that you find it so.

Now talk amongst yourselves...

[Click here to give us any other feedback](#)



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. We would love to hear from you.