

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

WHAT EVERY DOCTOR SHOULD KNOW ABOUT EMPLOYMENT LAW™



Greetings!

Just as we have finished updating all our valued clients on the most sweeping employment law changes in Ontario in decades (courtesy of the Wynne government), the Ford government has mostly reversed them! Bill 47 (*"Make Ontario Open for Business Act"*) has received Royal Assent. The bulk of these latest amendments to the *Employment Standards Act* (the "ESA") are expected to come into force on January 1, 2019.



For all readers, we have prepared a summary, below, of the important *ESA* changes that we think you need to be aware of. To see how any *ESA* or other employment law provision applies to your particular situation, **contact us**.

For readers who are already PPP™ clients, you should, in our opinion, update your Workplace Policy Manual to be consistent with the new law. To help you deal with it, we have prepared a Leave Policy for you to include in the Workplace Policy Manual that we prepared for you as part of your Practice Protection Package™. (However, if you wish to keep what you currently offer your staff, please contact us as the new law expressly prevents employees from "double dipping".) Otherwise, please follow the instructions in the 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 below for:

1. **Summary** of Bill 47 Changes
2. **Instructions** for adding the Leave Policy to your PPP™'s Workplace Policy Manual;
3. Leave **Policy**;
4. 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 and 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? And yet, statistically, will you still end up not legally compliant? MBC programs *do it all for you* (include everything you need: assessments, posters, forms, compliance checklists, comprehensive manuals and training of your staff) and ensure you are legally compliant.

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

## How can we help you?

- Litigation
- Health and safety training
- Practice Protection Package™
- 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

## Our gift to you!



As a client of MBC Legal, you are eligible for a professional courtesy of **35% off** of a new, professional practice appraisal from our Brokerage division (expires March 31, 2019). 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](mailto:mbc@mbcbrokerage.ca).



**Jon Walton**  
General Manager, MBC Brokerage

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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

[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.