

What You Don't Know Can Really Hurt You™

WHAT EVERY DOCTOR SHOULD KNOW ABOUT EMPLOYMENT LAW™



Greetings!

The January 1st, 2019, changes to the *Employment Standards Act, 2000*, caused the previous (7.0) version of the ESA Poster to be outdated. Therefore the Ministry of Labour has published a new (8.0) 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.



**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 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, 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.

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

[Contact Your Team](#)

[Listings](#)

[Request Appraisal](#)



Dear Colleague,

It is with great pleasure and sincerity that I write this letter of recommendation for Jon Walton, because we have just finalized the sale of my practice and he was instrumental in the success of the whole process.

He has been working with us from prior to his valuation of the clinic, throughout the sale and even after the closing to help make sure all the loose ends were tied up to my satisfaction.

Jon explained all fees and processes upfront so there were no surprises. He was always punctual, got things done in a timely manner and adapted to our schedule.

He was invariably highly professional, very friendly, personable and willing to go the extra mile to keep our minds at rest through thick and thin, being able to make good decisions at stressful moments and keep us calm in the process.

I found him to be very easy to talk to and he explains things in clear, simple English.

He put together a first-class sale package, held a busy open house and introduced a number of prospective buyers from his contacts list, one of which subsequently bought the practice. I was very pleased with how fast things proceeded and would have had a less successful and more stressful time doing things on my own despite previously having attended seminars and lectures on selling a practice.

Having had lots of experience selling clinics, Jon has a comprehensive knowledge base and a large network of independent professionals available to choose from to make up your team. We chose a lawyer and an accountant that we were comfortable with, and Jon worked to make sure everyone was always on the same page.

He did a great job of telling us what to do and when to do it (and what not to do). His whole service was thorough, effective and efficient and I would have no reservations using his service again and recommend him highly.

-Dr. Jeff Hurd



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[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.