

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

WHAT EVERY DOCTOR SHOULD KNOW ABOUT EMPLOYMENT LAW™



Greetings!

On April 3, Bill 66, *Restoring Ontario's Competitiveness Act*, received Royal Assent. Employers are no longer required to post the *Employment Standards Act* poster in the workplace but will continue to be required to provide a copy to every employee. We feel this is an important ideological shift as posting it tended to make workplaces rights oriented vs performance oriented.



Another important change relates to something many of our doctors have

[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."

asked us to help with over the years: overtime hours. Employers no longer need the Director of Employment Standards' approval to make arrangements with their employees to exceed 48 hours of work in a work week nor do they need the Director of Employment Standards' approval to make arrangements with their employees to average their hours of work for the purpose of determining the employee's entitlement to overtime pay. The employee's hours may be averaged in accordance with the terms of an averaging agreement between the employee and the employer over a period not exceeding four weeks. Removing the requirement to receive the Director of Employment Standards' approval removes a very cumbersome administrative burden for employers.

If you ask us to help you with this now, the process will be much simpler and faster. As always, if you have any questions at all, call 905-825-2268 or **email** us today.

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 receive mandatory training.

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

[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**





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.