



FUNDAMENTALS OF EMPLOYMENT LAW FOR DOCTORS



DISCLAIMERS

- Legal information, not legal advice
- No lawyer/client relationship
- Discretion should be used
- Laws change quickly!

Learning Goals

Understand the role of the *Employment Standards Act*

Increased understanding of some key employment law issues & avoiding pitfalls

Better understand what is needed to set-up the workplace for success

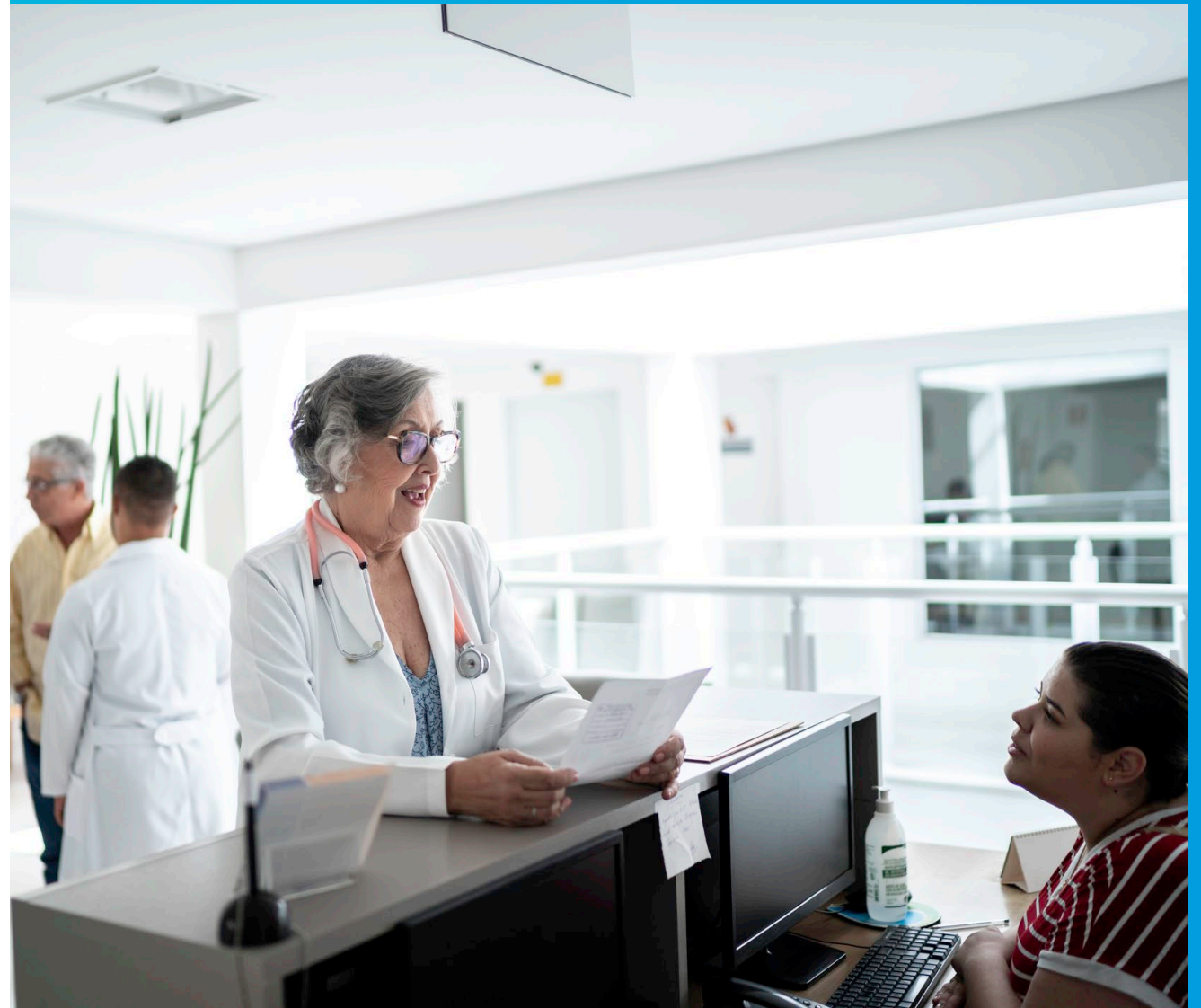
Diversity, Equality & Inclusion “DEI”

New legislative updates impacting the workplace

Understand the importance of employment agreements

Q & A

BUSINESS
PATHWAYS



BUSINESS
PATHWAYS

EMPLOYMENT RULES & RIGHTS

- ***Employment Standards Act*** of BC – the “**ESA**”
 - minimum standards
 - For vacation, how & when stats are paid, leaves, severance, work hours and overtime
 - includes *Regulations* which modifies the rights of others who are covered and excludes others from **ESA**
 - Employee vs. Independent Contractor
 - Contract Employee (limited term, *not* an Independent Contractor)

COMMON QUESTIONS

Overtime

Am I required to pay Overtime?

What about if my employee is on a salary?

What about if the office is only open for 4 days a week and employees work 4 x 10-hour days but never over 40 hours per week?

TERMINATING AN EMPLOYEE

- Notice of Termination
- Without cause vs. Just cause
- Considerations
- Caution!

Legislative Updates

New Paid Sick Leave

New National Day for Truth and Reconciliation Statutory holiday

Pay Transparency Act



DIVERSITY, EQUALITY, INCLUSION – “*DEI*”

- What is it?
- How do you know if you need a *DEI* Plan?
- Unconscious bias (or implicit bias)
- What does a *DEI* Plan look like?

SETTING THE WORKPLACE UP FOR SUCCESS

The Importance of Employment Agreements & Associate Agreements

GET IT IN WRITING!

- What written agreements can include:
 - clarity and sets the tone
 - limit liability for severance
 - sets expectations and obligations for each party eg: vacation, benefits, work location, work hours
 - protects IP, confidentiality, non-solicitation of staff
 - clarify file ownership, custody and enduring access.
- For Employers ...
- For Associates ...
- For Both ...

TAKEAWAYS

- *Know the ESA*
- *Workplace Issues Brewing: Be proactive*
- *Caution in managing discipline & terminations*
- *Employment Agreements*

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