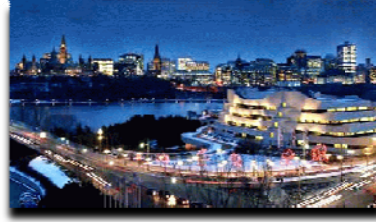




“Building Sustainable Solutions”



1. THE DANGERS OF TREATING EMPLOYEES AS “CONSULTANTS” OR “INDEPENDENT CONTRACTORS”

What can you do now to minimize your firm’s financial risks?

- When does the law allow you to confer “Independent Contractor” status on your consultants, so as to escape making employee deductions, and when does it require you to designate them as employees?
- To what significant financial liabilities and penalties does your agency expose itself when it mistakenly confers “consultant” status on workers who are really “employees”?
- What is the current position of Revenue Canada, and other governmental agencies, on this key issue?
- Does it still matter whether your “consultant” incorporates himself, executes a contract confirming his “consulting” status and provides you with a GST number?
- When can your agency safely treat its workers as “consultants” or “independent contractors” without risking significant financial liabilities and legal sanction by the federal government?
- 10 key precautions for reducing the risk, embarrassment and expense of a Revenue Canada audit of your agency’s human resources practices.

2. KEY COMPONENTS OF BILL 139:

What do you absolutely need to know about the law to survive in the post- November 6, 2009 staffing world?

- What provisions of your employment contracts and client contracts automatically became invalid on November 6?
- What fees are you not be able to collect from your clients and what public holidays do you now have to pay to your assignment employees?
- What new agency and client information do you have to disclose to your assignment employees?
- What are the immediate financial consequences of failing to comply with the new rules under Bill 139?
- How should you change your business practices to protect your company's interests?
- How should you try to reorganize your workforce?
- What amendments should you make to your contracts to reduce potential claims from assignment employees and consultants?
- What precautions can you take to ensure that you can collect fees owed by your clients?
- How do you go about ensuring that you do not overpay your assignment employees for new termination pay and public holiday pay?
- How do you ensure that your clients do not take advantage of you under the new law?