



WORTHINGTON  
& ASSOCIATES LTD.

# ONE DAY COURSES

IN-HOUSE SEMINARS *with* ROBERT C. WORTHINGTON, LLB

## The Laws of Agency, Employment & Contracting Out

There are three ways work is done - by Agents, by Employees, or by Independent Contractors. Each has different laws, rights and responsibilities. Confusing the categories can have major legal consequences ... Contractors can be deemed Employees ... Employees can be acting as Agents yet not be personally liable for their own mistakes ... Contractors can avoid liability for negligence. These and many more situations can expose your company to legal jeopardy. If you don't know exactly how to define and contract with the Employee, Agent, or Independent Contractor, this course is for you.

**COURSE CONTENT** This is a full day of instruction, focusing upon the legalities, similarities and differences between Agents, Employees and Independent Contractors, including:

- The Agency relationship
- The Employment relationship
- The Independent Contractor relationship
- Personal liability of Agents and Employees
- The Special Risks of "Contracting Out"
- Conflicts of Interest (definition and resolution)
- Wrongful and Lawful dismissal of Employees
- The Hidden Dangers of being an Agent
- The Implied Conditions of the Agency and Independent Contractor Contract
- Sample clauses and checklists for Agency
- The rights, responsibilities and differences between Agents, Employees, and Independent Contractors
- Terminating the Independent Contractor agreement

**WHO SHOULD ATTEND** Professional Contract Administrators, Professional Purchasers, Supply Managers, Financial and General Managers, Human Resources Personnel and anyone who works with contracts, competitive bids or hires for their organization. These types of organizations have found this course helpful:

- Airports, Airlines and Aerospace Engineering
- Educational Institutions; Universities, Colleges, School Boards
- Federal and Provincial Governments, Crown Corporations, Municipalities and Districts
- Forest Industry, Pulp and Paper
- Manufacturing and Distribution
- Medical Care Facilities, Hospitals and Health Authorities
- Mining, Minerals and Chemicals
- Oil and Gas
- Power and Public Utilities
- Telecommunications
- Private Business and Services
- Purchasing Organizations
- Professional Associations.

**PARTICIPANT COMMENTS** ■ *Bob's courses are tops in the industry. His style keeps the participants interested.* ■ *Excellent presentation. Cases and examples very interesting.* ■ *I liked the non-legalistic approach and delivery.* ■ *Bob's knowledge and wit are impressive.* ■ *Very relevant and useful information.* ■ *Bob's presentation style is very smooth and upbeat.* ■ *I can take these ideas and apply them to my job.* ■ *Excellent, valuable seminar!*

## IN-HOUSE SEMINARS

### DATES

We are currently booking in-house seminars for 2010

### LOCATION

Your Office, Your City

### FEES

- Fees are based on a flat daily teaching rate + incidental expenses + GST
- We can also custom-design the course presentation based on your competitive bid documents.
- Train 12 – 40 staff for the same flat fee!
- For a custom seminar proposal and price quote, contact us today!

### REGISTRATION

To book a seminar for your organization, please contact:

EML rcworthington@shaw.ca

TEL 604-488-0114

*Dates booked are firm.*

**Teaching schedule fills up quickly,  
contact us today!**

**Participants will receive a detailed set of course materials to use as a desktop reference.**



## ROBERT C. WORTHINGTON, LLB

An award-winning lecturer in law, Robert C. Worthington, LLB, has taught purchasers and contract managers throughout Canada for over 26 years, specializing in the laws of contract, competitive bidding, and procurement. He has written two books on contract and procurement law, designed especially for contracting and procurement professionals. Robert's books and law courses are entertaining as well as informative. For more information, please visit his website at [www.purchasinglaw.com](http://www.purchasinglaw.com).