



WORTHINGTON
& ASSOCIATES LTD.

ONE
DAY

COURSES

PROFESSIONAL DEVELOPMENT with ROBERT C. WORTHINGTON, LLB

The Laws of Agency, Employment & Contracting Out

- for Human Resources Professionals

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 you and your company to legal jeopardy. This is a full day of instruction, focusing upon the legalities, similarities and differences between Agents, Employees and Independent Contractors. If you don't know exactly how to define your contracts with Employees, Agents, or Independent Contractors, this course is for you - an ounce of training is worth a ton of litigation!

Course Content:

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

Human Resources Personnel from these types of organizations will find this seminar helpful and informative:

- 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 / Distribution
- Medical Care Facilities, Hospitals and Health Authorities
- Mining, Minerals and Chemicals
- Oil and Gas
- Power and Public Utilities
- Telecommunications
- Private Business and Services
- Professional Associations.

LEGAL EDUCATION

This seminar is designed to train HR personnel in the laws that affect daily employment and contracting affairs. What you need to know - in a fast, efficient, fun, and affordable one-day presentation!

LOCATION - Your City

FEES

- Fees are based on a flat daily teaching rate + incidental expenses + taxes
- Train 12 – 40 in-house staff for the same flat fee!
- For a custom seminar proposal and price quote, contact us today!
- To book a seminar, please contact:
EML rcworthington@shaw.ca
TEL 604-488-0114

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CLICK HERE**

PARTICIPANT COMMENTS

Bob's courses are tops in the industry.

- Cases and examples very interesting. Excellent presentation.
- I loved the non-legalese approach and delivery.
- Bob's knowledge and wit are really impressive.
- Very relevant and useful information.
- Bob's presentation style is smooth and upbeat.
- I can take these ideas and apply them right away.
- Excellent - a very valuable seminar!



ROBERT C. WORTHINGTON, LLB

An award-winning lecturer in law, Robert C. Worthington, LLB, has specialized for 26 years in teaching business professionals the laws they need to know to do their work with excellence and awareness. He has written two books on law, both published by LexisNexis Canada. He has trained lawyers, human resources personnel and procurement professionals as well as contract managers, engineers, architects and construction managers in how to manage the laws that affect day-to-day business operations. Robert can help you to reduce your personal and corporate legal risk and improve your employment contracts. Robert's seminars are entertaining and informative ... and worth their weight in gold! Find out more at www.purchasinglaw.com.