

# The Laws of Agency, Employment & Contracting Out - Legal Secrets



WORTHINGTON  
& ASSOCIATES LTD.

# ONE DAY

# COURSE

SEMINAR materials written by procurement law expert ROBERT C. WORTHINGTON, LLB

## Secrets of Agency, Employment & Contracting Out

If you don't know exactly how to define and contract with the Employee, Agent, or Independent Contractor, this course is for you. 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. This is a full day course, focusing upon the legalities, similarities and differences between Agents, Employees and Independent Contractors.

### COURSE CONTENT

- The Agency relationship
- The Employment relationship
- The Independent Contractor relationship
- Personal liability of Agents & 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 / 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 & Aerospace Engineering • Educational Institutions; Universities, Colleges, School Boards • Federal and Provincial Governments, Crown Corporations, Municipalities & Districts • Forest Industry, Pulp & Paper • Manufacturing & Distribution • Medical Care Facilities, Hospitals & Health Authorities • Mining, Minerals & Chemicals • Oil & Gas • Power & Public Utilities • Telecommunications • Private Business & Services • Purchasing Organizations • Professional Associations.

**PARTICIPANT COMMENTS** • Bob's courses are tops in the industry. • Excellent presentation. Cases and examples very interesting. • I loved the non-legal approach and delivery. • Bob's knowledge is impressive. • Very relevant and useful information. • I can take these ideas and apply them right away. • Excellent, valuable seminar!

## SEMINAR

**LICENSES** are now available to allow your qualified personnel to teach this course!

### LOCATION

Your Office, Your City

### FEES

- Fees are a flat daily rate + additional registrants + expenses + taxes
- We can custom-design course presentations based on your in-house procedures and business documents.

### BOOKINGS

- For a custom proposal and price quote, call today!

EML rcworthington@shaw.ca

TEL 250-580-6044

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, taught purchasers and contract managers throughout Canada for over 30 years, specializing in the laws of contract, competitive bidding, and procurement. He has written four books (three on contract and procurement law designed especially for contracting and procurement professionals) and one on *Negotiation*. Robert's books and law courses are entertaining as well as informative. For more information, please call 250-580-6044 or visit his website at: [www.purchasinglaw.com](http://www.purchasinglaw.com).