

Fwd: Is your "standard" contract a liability?

1 message

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From: Olivia Cicchini <info@peninsulacanada.ca>  
Date: Wed, May 20, 2026, 12:38 p.m.  
Subject: Is your "standard" contract a liability?  
To: <supriya274@gmail.com>



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# Contract gaps can cost you

What Canadian employers need to get right



In this issue  
*7-min read*

- How smart employers protect their business
- FOMO: What you don't want to miss
- HR Hotline with KJ



## Top of Mind The contract playbook

All your employment contract questions answered.

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# New contracts for existing employees?



Here's when you need them....



## Are your contracts protecting your business?

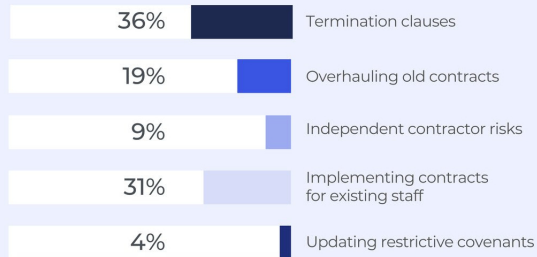
Learn what to include, what to avoid, and how to stay compliant in our webinar.

[Start watching now](#)



### 36% of business owners say getting termination clauses right in contracts is their biggest concern.

Now is a good time to make sure yours are airtight.



*\*Based on a survey of 100 Canadian business owners  
Source: Peninsula webinars*



## What you don't want to miss



### Ontario targets uniform costs

Ontario's [Bill 105](#) would ban charging staff for uniforms, cleaning or repairs (except loss). Breaches count as unpaid wages. Review policies now to prepare.



### Manitoba proposes adoption leave

Manitoba's [Bill 10](#) would add up to 16 weeks' unpaid, job-protected adoption/surrogacy leave. Update policies and eligibility processes before it lands.



## BC minimum wage rising in June

BC's [minimum wage](#) hits \$18.25 on June 1, 2026. Expect pay compression and higher gig rates. Review contracts and pay structures now to stay compliant.



## Your guide to getting contracts right

Well-drafted, legally valid contracts are essential to protect your business from risks. [Read our blog](#) for expert guidance and clarity on contract dos and don'ts.



HR Hotline with KJ

## Ask me all your pesky HR questions

### Q. What's included in an employment contract in Canada?

An employment contract lays out the essentials: pay, start date, job expectations, and how the role can end. It should be signed before the employee starts to avoid confusion and make sure it's legally enforceable.

It also acts as a go-to reference if issues come up. Job contracts may sometimes even include dispute resolution steps to help avoid long, costly legal battles.

### Q. How do employment contracts differ from offer letters?

An offer letter covers the basics of the job. An employment contract goes further and sets out the full legal terms.

If an employer relies only on an offer letter, they miss out on key legal protections. For example, without an enforceable termination clause in a contract, employers may owe significantly higher sums on employees' terminations and have their hands tied when needing to make difficult business decisions.

Got something specific on your mind? Call us at **1 (833) 247-3652** for immediate advice and support.

Our HR and health & safety experts are here 24/7 to help you. Simply click the button below to speak to an expert.

[Speak to an expert](#)



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