

Are your workers misclassified?

1 message

Olivia Cicchini <info@peninsulacanada.ca>
 Reply-To: info@peninsulacanada.ca
 To: supriya274@gmail.com

23 March 2026 at 12:33



Mar 23, 2026

[View in browser](#)

Your one stop for all compliance news

In this issue
 7-min read

- The Ultimate New-Hire Playbook.
- FOMO: What you don't want to miss
- HR Hotline with KJ

onboarding-checklist

Top of Mind: Nail the First Impression. Every. Single. Time.

Turn new hires into your biggest fans with our plug-and-play checklist.

Let's level up!



Streamline your seasonal hiring in 60 minutes

Watch our on-demand webinar for clarity on layoffs, recalls, and avoiding employee misclassification.

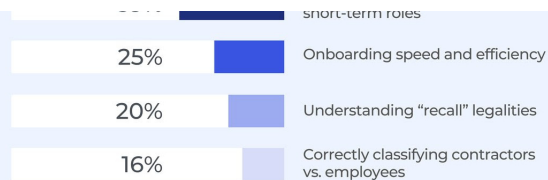
Get the insights



Nearly 39% of business owners say handling termination risks for short-term roles is their biggest source of worry around seasonal hiring.

39%

Navigating termination risks for short-term roles



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



What you don't want to miss



Ontario launches worker exposure registry

Ontario has launched Canada's first [Occupational Exposure Registry](#), allowing workers to log hazardous exposures. Employers may want to review safety practices and documentation.



Good times ahead for BC businesses

BC has proposed a \$400M [Strategic Investment Fund](#) to directly back high-impact private-sector projects, potentially opening new growth funding for businesses if passed.



No more sneaky fees, says Alberta

Alberta has [proposed new rules](#) requiring hotels and rentals to show full prices upfront and banning hidden tourism fees. Tourism businesses, it's time to review pricing practices.



The smart employer's guide to seasonal hiring

Make sure you stay on the right side of the law as you ramp up your hiring for spring. [Read our latest blog](#) to learn about the rules and best practices for seasonal employment.



HR Hotline with KJ

Ask me all your pesky HR questions

Q. How do I prevent misclassification of a worker?

To prevent misclassification, use a clear independent contractor agreement avoiding employee-centric language or training. Educate HR on contractor rights and risks. **When in doubt, request a formal ruling from the Canada Revenue Agency to confirm the worker's correct legal status.**

Q. Can I fire a seasonal worker early without much trouble?

Mid-season termination carries risks. To mitigate them, use well-drafted fixed-term contracts with early termination clauses. These limit costs to legal minimums. **Without clear contracts, employers face significantly higher legal risks and potential expenses.**

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](#)



© 2026 Peninsula Employment Services Ltd.
Address: 33 Yonge Street, Suite 610, Toronto, ON, M5E 1G4, Canada.

[Unsubscribe](#) [Manage Preferences](#) [Privacy Policy](#)

Disclaimer: Information provided herein is general in nature and is not professional advice. No warranty is provided for any information provided. Laws change, circumstances differ, and context matters - it is your responsibility to consider this information and seek tailored professional advice for your situation, whether legal, consulting, or any other professional service.