Employment Contract Considerations

[phone ringing]

Receptionist:	Cohen Highley.
Announcer:	The Cohen Highley Legal Moment on FM96. I'm here with Christian Jannetta, from the commercial litigation department at Cohen Highley Lawyers. You mentioned that for anyone being hired, or, for that matter, anyone hiring someone, there are a few key steps that should be taken.
Christian:	Yes. First, it's best to have things in writing. An employment relationship is a contractual one, so it only makes sense to have a properly drafted employment contract that sets out the terms of the relationship.
Announcer:	And?
Christian:	Well, further to this, the more detailed the contract is, the better. Also, it's important that the contract comply with the applicable employment standards legislation.
Announcer:	What else?
Christian:	Ideally, an employment contract should be signed by an employer and an employee at the time of hiring. An employment contract can be introduced later on, but there are inherent difficulties and legalities that make this more complicated.
Announcer:	So get everything on the table and signed, right from the start.
Christian:	That's right.

Announcer:	Thanks Christian. This has been the Cohen Highley Legal Moment.
Singing:	Cohen Highley, we're listening.
Announcer:	cohenhighley.com.