



CANADIAN EMPLOYER

What Constitutes A Legitimate Employer in Canada?

01

REVENUE CANADA APPROVAL

Written confirmation from Revenue Canada (the US equivalent of IRS) recognizing that the PEO is the legitimate employer. In addition, the PEO is registered as an employer with Revenue Canada and has full remittance numbers as an employer.

02

DEGREE OF CONTROL

The degree of control an employer has over the employee constitutes an important factor in determining who the actual employer is. Confirm the extent of control the PEO has over their employees.

03

CONTRACTUAL RELATIONSHIP

Contractual agreements such as an employment agreement should be in place to clarify who the employer is and tie the employment relationship to the governing labour legislation.

04

HR SERVICES PROVIDED

- Performance Evaluations
- Recruitment
- Discipline & Termination
- Policies
- Safety & Training
- Group Benefits

05

CREDENTIALS

It is strongly encouraged that the PEO work with fully accredited HR professionals on the day-to-day employee issues to ensure compliance and minimized risk.

06

LIABILITY

The PEO is registered with Workers' Comp as an employer in the jurisdiction under which it operates. They maintain liability insurance for their employees.

