

PCSI Ends its Exclusive Alliance with Airswift

CALGARY, Alberta, August 30, 2017: PCSI is a professional solutions provider whose unique model significantly reduces the risk of contractors being deemed to be “dependent” on the organization with whom they are engaged and in turn distances the company from a host of severance, potential tax and legal obligations that would otherwise be associated with those contractors has ended its exclusive alliance with Airswift the global workforce solutions provider for the energy, process and infrastructure sectors.

Over the last decade, the Canadian courts have created a massive severance liability for companies that use independent contractors by deeming many of these resources to be “dependent contractors.” And most recently both Ontario and Alberta have written new legislation to further address this issue.

Specifically, Ontario’s Bill 148 addresses the misclassification of independent contractors. The proposed employment standards’ changes to Bill 148 include a prohibition against employers misclassifying employees as independent contractors not entitled to employment standards protections and the responsibility falls on the employer to prove the individual isn’t an employee. Meaning that the burden of proof will now fall on the employer. These changes would come into effect immediately on the Bill receiving royal assent.

The new legislation in Alberta, under Bill 17, will become law effective January 1, 2018. The definition of “employee” in the Labour Relations Code will be broadened to include “dependent contractors”, that is: contractors who are in a position of economic dependence on their principals (whether or not the contractor furnishes his or her own tools, equipment, etc.). This particular change comes into effect on September 1, 2017.

To address the increased urgency these legislative changes have caused for employers across Canada PCSI has chosen to expand the accessibility of its solution – now making it available through most 3rd Party Agencies, including Airswift. “3rd Parties do not provide a safe harbour for contractors or the organizations who engagement with them. We understand that changing a 3rd party supplier is a very lengthy process for most large organizations. And these significant legislative changes will be in effect very shortly.” PCSI CEO Aly Bandali explains, “For instance, the plan in Ontario will be to inspect 1/10 workplaces upon the legislature passing royal assent. PCSI wants to give employers the opportunity to quickly access and implement the PCSI Solution in the limited time available. Therefore, it is important to PCSI at this time, to make our solution available through more vendors than just Airswift.” The PCSI Solution is also available directly through PCSI for organizations who do not use 3rd Party Agencies.

To learn more please contact Aly Bandali at aly.bandali@pcsincorporated.ca or [1-844-483-7274](tel:1-844-483-7274).

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About PCSI

PCSI is a Calgary based professional solutions provider whose primary mission is to protect the contractor model in Canada. Their unique model significantly reduces the risk of contractors being reclassified as a Personal Services Business (PSB) by the CRA and/or by the courts as dependent on the organization with whom they are engaged thereby providing the opportunity for both parties involved to significantly mitigate risk. The PCSI model creates a CRA compliant solution which helps alleviate the tax, severance and legal exposure for all involved. For more information, visit www.pcsincorporated.ca