

Attendance and Sick Days



Title: Attendance & Sick Days

Speaker: Stephane Fillion

The webinar focuses on how to manage excessive absenteeism in the workplace, proposing strategies to effectively address these issues even when employees always provide justifications for their absences. It discusses the right of an employer to ask for a medical certificate, how much detail can be required and the right to submit the employee to a medical expertise.

It also addresses the difficulties arising, in this context, from the use by employees of sick days granted by the employer or other leaves of absences available under the applicable legislation. Finally, this webinar provides insight on when absenteeism is considered excessive enough to justify the administrative dismissal of the employee.

Stéphane Fillion is the Head of the Labour and Employment Group at Fasken Martineau DuMoulin for the province of Quebec. He practices in all areas relating to labour and employment law, from collective labour relations, individual employment contracts and human rights, to labour standards. He represents employers sectors of activities including, education, the pharmaceutical industry, medium and large manufacturing companies and several employers subject to the Federal jurisdiction. He has also developed a particular expertise in Pension and Benefits and in particular, pension plan issues. Stéphane Fillion regularly acts as a speaker both for private and public events.