

COVID-19: Stealing Time or Time Well Spent?



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Recording

To access the recording of this webinar, please go [here](#). As a member of HR Insider, use discount code **HRVIP21** to watch the recording for free on demand. All ancillary material is available as a handout with the recording.

About the Webinar

The impact of COVID-19 continues to fundamentally alter the Canadian workplace. Remote workers are the norm, furloughs are unavoidable in certain sectors, and employers considered “essential” are struggling to maintain productivity whilst preserving a positive workplace culture.

During this webinar, we will examine the general principles surrounding the obligation of employees to provide the work performance their employer are entitled to expect and see how time theft leads to a violation of this obligation. We will see how tribunals compare theft and time theft and the differences that are often drawn between them.

To illustrate this, we will review recent cases dealing with time theft, often dealing with the use of electronic devices like phone, computers, tablets and see how an employer can justify terminating an employee for this reason. This is particularly important given that the current Covid-19 context has led to a substantial increase on remote work that, by definition, is more difficult to monitor.

Finally, we will provide recommendations on how to best address these issues and stop the problem at the source.

About the Speakers

Stéphane Fillion practices in every area related to labour and employment law, be it collective or individual contracts of employment, human rights, labour standards, occupational health and safety, issues related to the Charter of the

French Language or other aspects. Stéphane uses his expertise for the benefit of clients during disputes. As such, he has appeared before almost every labour and employment administrative tribunal and the various superior courts, including the Court of Québec, the Superior Court and the Court of Appeal.