

# Matinée RH Dentons 2023: Half-day seminar presented by the Montréal Employment & Labour Group

Grow | Protect | Operate | Finance

## Presentation 8:30 – 9:30 a.m.

Topic and Description	Presenter(s)
<p><b>Absence from work and disability - legal and practical considerations</b></p> <p>The primary goal of this presentation is to help you better understand short and long-term disability absences, whether they result from work-related or personal injury. We will explore best practices for managing disability cases and review the rights and obligations of both the employer and the employee in such situations. We will also discuss the involvement of other stakeholders, such as insurers, attending physicians and medical experts.</p>	<p><b>Arianne Bouchard</b> Partner</p> <p><b>Sarah-Émilie Dubois</b> Senior Associate</p> <p><b>Nicolas Séguin</b> Associate</p>

## Break 9:30 – 9:45 a.m.

## Presentation 9:45 – 10:45 a.m.

Topic and Description	Presenter(s)
<p><b>The ABCs of job termination - tips and strategies</b></p> <p>We will provide a comprehensive analysis of the legal framework governing employment termination in Québec and highlight the best practices and the pitfalls to avoid when terminating an employment. We will delve into topics such as the notice of termination, the use of restrictive clauses in termination situations, the remedies that are available for employees, the potential awards for moral damages and the compensation for wage loss or employment loss. Furthermore, we will review the regulations surrounding mass dismissals and we will analyze pivotal court decisions to illustrate the rights and obligations of employers in employment termination situations.</p>	<p><b>Virginie Dandurand</b> Partner</p> <p><b>Camille Paradis-Loiselle</b> Senior Associate</p>

Break 10:45 – 11 a.m.

**Presentation** 11 - 12 p.m.

Topic and Description	Presenter(s)
<p><b>Quebec's Pay Equity Act: where do we stand 27 years later?</b></p> <p>We will focus on the measures, policies and practices that employers must implement to achieve pay equity. We will delve into the fundamental principles of the Pay Equity Act and see how this law is applied in the day-to-day operations of employers to better understand their responsibilities. In addition, we will present the array of remedies available for addressing pay equity issues and discuss recent legislative changes at both the provincial and federal levels.</p>	<p><b>Marc Chartrand</b> Senior advisor at Gallagher (formerly PCI compensation-consulting)</p>

End of seminar 12 p.m.

## Accreditation

The eligibility of this learning activity has been acknowledged by Barreau du Québec for 3:00 CLE hours.

An application for verification of eligibility has been submitted to the Ordre des Conseillers en ressources humaines agréés (CRHA).