

ABSENTEEISM AND ATTENDANCE ISSUES IN A COVID-19 WORLD

Half-Day Intensive Virtual Workshop

As the Ontario economy reopens and employees are permitted to return to work on-site, the potential for increased absenteeism is real. At the height of the pandemic scare, the Government of Ontario introduced a new COVID-19-related protected leave under the *Employment Standards Act, 2000*, to complement the general duty to accommodate disability and family status under human rights legislation.

In this practical, half-day workshop participants will acquire knowledge and tools to address a range of absenteeism and attendance issues related to COVID-19, including: *when is an employee entitled to time off of work, what is an employer's entitlement to medical (and other) information, and are there best practices to manage a request for time off or a refusal to return to the workplace?*

Using interactive learning and real life-scenarios, topics include:

- **Illness and Isolation:** When should an employee be required to remain at home?
- **Leave Entitlements:** To what leaves of absence might an employee be entitled?
- **Family Status:** Is there an obligation to provide accommodation for childcare or eldercare?
- **Medical (and Other) Evidence:** What can be requested to substantiate a request for time off, or to verify an ability to return?
- **Work Refusal:** How to respond if an employee refuses work either related to COVID-19, or because of a desire to remain on government benefits?

DATE and TIME: Monday, June 22, 9:00am – 12:00pm
Thursday, June 25, 9:00am – 12:00pm
Thursday, June 25, 1:00pm – 4:00pm

LOCATION: Zoom Virtual Workshop

COST: \$400 plus tax

REGISTER: [Here](#) [you will receive a secure Zoom link 24 hrs prior]

This is a small group workshop; space is extremely limited.

