

THE LABOUR, EMPLOYMENT, HUMAN RIGHTS, AND PUBLIC LAW PRACTICE GROUP

invites you to a series of not-to-be-missed professional development and networking events geared towards labour and human resources specialists and corporate counsels.

March 18, 2010 – 8:00 a.m. to 10:00 a.m.

8:00 a.m. to 8:30 a.m. Registration and breakfast
8:30 a.m. to 10:00 a.m. Conference

Administrative Dismissal and Incompetence

In today's economic context, businesses must increasingly rely on skilled and capable employees. Dismissing an employee for incompetence poses particular challenges to unionized and non-unionized businesses considering such a measure.

Our overview will cover the applicable rules in light of recent case law:

- Disciplinary or administrative dismissals;
- Steps preceding dismissal: identifying the employer's expectations, informing employees of their shortcomings, providing employer support, setting a reasonable timeframe for correcting those shortcomings and giving warning that dismissal is a possibility if there is no improvement;
- Analysis of how these legal principles have been applied by grievances arbitrators, the members of the Commission des relations du travail (Québec's Labour Board) and the superior courts;
- Management tips and food for thought.

FASKEN MARTINEAU CONFERENCE CENTRE

800 Square Victoria, 37th Floor, Montréal

[Click here](#) to visualize the video invitation



Jean-François Cloutier
Fasken Martineau



Dominique L'Heureux
Fasken Martineau



Available via webcast.
Please specify your choice
when you register.

RSVP before March 11, 2010 by email to faskenmartineau_qc@fasken.com or by telephone to 514 397 5197. **Limited seating.**



A request to have this activity recognized by the Quebec Bar as the mandatory continuing legal education policy has been submitted. (Including webcast)