



## LAWS & ANNOUNCEMENTS

### Employment Benefits

Oct 30: [Bill 77](#) proposing to amend teacher pensions laws to allow employees to participate in a pension until the end of the year that they turn 71 is through Committee. The bill also allows for extending phased retirement agreements that allow older employees who work past retirement age to continue to accrue pension benefits.

### Privacy

Oct 3: The Assembly tabled new legislation ([Bill 73](#)) establishing mechanisms that individuals can use to prevent the publication of their intimate images without consent. Specifically, individuals could go to the Court of Québec and obtain an order barring publication. Those who disobey orders not to publish would then be subject to stiff penalties.

**Action Point:** Find out how to protect your organization from [revenge porn and cyberbullying liability](#) risks.

### Health & Safety

Oct 15: CNESST launched a digital advertising campaign calling on employers to ensure they comply with new [safety committee](#), [safety representative](#) and [safety liaison officer](#) requirements contained in the *Act to modernize the occupational health and safety regime* scheduled to take effect next year. Employers will have to implement interim mechanisms to achieve compliance by the on October 1, 2025 effective date, the agency stresses.

**Action Point:** Find out [how to create a vibrant safety culture](#) at your company.

### Workers' Comp

Oct 2: CNESST published proposed [new workers comp rates](#) for 2025, including: i. the classification units, the contribution rate for each unit and the experience ratios used in calculating the employer's personalized rate; ii. rates for joint sectoral associations financing; iii. the flat rate used to establish the contribution of employers of students doing unpaid internship; iv. the annual fixed rate and the rate applicable to the protection of a member of a board of directors; v. the threshold for subjection to the personalized rate and the parameters of the degree of customization; and vi. the insurance premiums required for the retrospective adjustment of the contribution.

## Workers' Comp

Oct 30: CNESST [proposed](#) adding 6 new cancers to the list of occupational diseases presumed to be work related under workers' comp when detected in firefighters: brain cancer, testicular cancer, esophageal cancer, breast cancer, colon cancer, and leukemia.

## CASES

### Attendance & Absenteeism: OK to Fire Housekeeper for Taking Vacation without Permission

A hotel terminated a housekeeping attendant for taking 2 consecutive days off during the busy holiday period without permission. "My supervisor gave me permission to take a 2-week vacation", the attendant insisted. After weighing the evidence, the Québec arbitrator sided with the hotel and upheld termination. The manager's testimony that he could okay only 1 of 2 weeks during the holiday period was credible and consistent with parts of the collective agreement barring approval of pre-planned vacations during "blackout" periods during peak times, such as the holidays [[Union of Employees of Manoir Richelieu \(CSN\) v. Manoir Richelieu Ltd.](#), 2024 CanLII 103582 (QC SAT), October 28, 2024].

**Action Point:** Go to the HR Insider [Attendance & Absenteeism centre](#) for help cracking down on absenteeism at your workplace.

### Termination: Hotel Receptionist Fired for Manipulating Reservations System Wins Reinstatement

The union admitted that a receptionist deliberately recorded fake reservations in the hotel's systems, and thereby put those rooms out of commission, but claimed that she did it during a cockroach and mice infestation at the hotel after guests in those rooms complained. The hotel was justified to discipline the receptionist for not telling management what she was doing. However, the Québec arbitrator continued, termination was a disproportionate response given that she acted solely to protect the hotel's reputation and not for personal gain. So, it ordered the hotel to reinstate her with \$12,900 in additional compensation. But it also rejected the union's claim for \$45,000 in moral and exemplary damages, finding that the hotel didn't abuse its authority or show bad faith [[Union of workers of Comfort Inn Dorval – CSN section reception c 883455 canada inc, operating under the name of Comfort Inn aéroport Dorval](#), 2024 CanLII 99595 (QC SAT), October 7, 2024].

**Action Point:** Find out [when lying is just cause for termination](#).