

Québec

LAWS & ANNOUNCEMENTS

Employment Benefits

Aug 19: The PR battle continues over controversial legislation (Bill 106) which would alter the framework for family physician compensation by tying payment to actual patient treatment results and case outcomes. The bill, which is currently in Committee, applies to physician services that are covered by health insurance. It also allows for capitation arrangements in which providers receive a fixed per-patient fee for a group of patients regardless of the services they actually provide to that population, which shifts the risk of costs from the insurer to the provider.

New Laws

Aug 20: The federal government announced that it will provide more than \$557.5 million through the Canada Community-Building Fund in 2025-2026 to 1,122 cities and towns across Québec to finance community housing and infrastructure projects.

New Laws

Aug 26: To bolster the province's life sciences industry, Québec will provide \$60 million to pharmaceutical products developer Delpharm Boucherville to modernize its sterile injectable medications plant in Montérégie. Valued at \$214.6 million, the project will, among other things, add 2,600 m² of space to house a new multi-format production line that will increase manufacturing capacity.

New Laws

Sep 1: Starting this fall, MRQ will send most agency communications to businesses online. If your business is registered for [My Account for businesses](#), a person in charge of using online services must accept the new use conditions within 90 days of the next time they log in, or else they won't be able to access My Account.

CASES

Attendance/Absenteeism: AWOL Employee Resigned and Wasn't Fired

On February 24, an employee left work before the end of his shift. After receiving no news despite several attempts to contact him, the employer terminated the employee's employment on March 8. The union sued for wrongful dismissal; the employer claimed the worker resigned. The Québec arbitrator sided with the employer. At the hearing, the employee admitted that he was angry with the company and deliberately ignored attempts to reach him. "I didn't want to know anything," he testified. Given this, his explanation about his phone being broken and not being able to access the internet during his AWOL period wasn't very convincing. Adding insult to injury, the employee also had to repay \$12,300 in paid

leave that he took just before abandoning his job [[Union of Support Employees of CÉGEP de Saint-Laurent v CÉGEP de Saint-Laurent](#), 2025 CanLII 83019 (QC SAT), August 18, 2025].

Action Point: An employee's intent to resign must be clear and unambiguous. Simply assuming that an employee who stops working for you has resigned or quit can backfire. If that assumption turns out to be wrong, you face risk of liability for wrongful dismissal. Find out more about the [law of resignation](#) and how to avoid liability when terminating employees who go AWOL or [disappear while on leave](#).

Workers' Comp: CNESST Can't Charge Employer for Injured Worker Capable of Working

CNESST charged a school services center employer for services provided to treat a special education teacher's work injury under Section 327(a) of the workers' comp law authorizing the agency to charge employers "for the health services, adapted equipment and other costs provided due to an occupational injury... which does not render the worker incapable of carrying out his employment beyond the day during which his injury manifested itself." The Administrative Labour Tribunal upheld the employer's appeal finding that the teacher was capable of carrying out her job, despite the restriction imposed by her treating physician not to physically support students. The Québec Court of Appeal found the Tribunal's ruling reasonable and denied CNESST permission to appeal it [[CNESST v. Premières-Seigneuries School Service Center](#), 2025 QCCA 1036 (CanLII), August 21, 2025].