

# Applying Game Theory Principles in the Management of Employee Absences



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**Speaker:** Patricia J. Forte

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Managing employee attendance can be the bane of the existence of an HR Department. Employers can produce optimal outcomes through the effective and pro-active management of absences. This presentation will focus on employee medical absences and discuss:

- ' What's the difference between culpable versus non-culpable absenteeism'
- ' What is the 'duty to accommodate''
- ' How to manage medical leaves and implement return to work strategies'
- ' What to consider about ending employment''

Patricia J. Forte has expertise in Employment law by representing non-union employers in all aspects of the employment relationship with a view to mitigate organizational liability, including hiring, discipline, disability / leave of absence management, performance management, human rights and termination. She is frequently engaged to prepare hire letters, executive contracts, employee manuals and workplace policies, and to advise about employment standards and other legislative compliance, workplace privacy, restructuring, workplace investigations as well as litigation and appellant work. Pat acts on cases of wrongful dismissal, discrimination, constructive dismissal, and restrictive covenants.