Publisher's Note

An Update has Arrived in Your Library for:

Please circulate this notice to anyone in your office who may be interested in this publication. *Distribution List*
☐
☐
☐
☐

ILLNESS AND DISABILITY IN THE WORKPLACE

James A. D'Andrea, K.C., B.A. Hons., M.A., LL.B.

Release No. 2, August 2026

What's New in This Update:

This release includes updates to Appendix A (Sample Documents) and Appendix IF (Issues in Focus).

Thomson Reuters®

Customer Support
1-416-609-3800 (Toronto & International)
1-800-387-5164 (Toll Free Canada & U.S.)
E-mail CustomerSupport.LegalTaxCanada@TR.com

This publisher's note may be scanned electronically and photocopied for the purpose of circulating copies within your organization.

Highlights

Appendix A—Sample Documents— The following documents were added to Appendix A5—Attendance Programs:

- § A5:4 Attendance/Absence Checklist
- § A5:5 Absence Request Form
- § A5:6 Supervisor's Absence Report
- § A5:7 Sick Leave Form
- § A5:7 Sick Leave Form
- § A5:8 Paid Leave Application
- § A5:9 Termination Notice for Unexplained Absence

Appendix IF—Issues in Focus—The following Issues in Focus legal memos were updated:

- § IF:1 What damages are available to an employee who becomes ill or disabled after wrongful termination of employment but during the notice period? Will an employer be liable for both lost disability benefits and pay in lieu of notice if an employee is found to be wrongfully dismissed?
- § IF:5 In the aftermath of the Supreme Court of Canada decision in *Irving Pulp & Paper Ltd. v. CEP, Local 30*, 2013 SCC 34 (S.C.C.), what constitutes "a general problem of substance abuse in the workplace" that would justify random drug or alcohol testing?
- § IF:8 When and under what circumstances will an arbitrator order (1) the production of medical records, and (2) that the grievor undergo a defence medical examination?
- § IF:9 To what extent does "family status" in human rights codes in Canada require employers to accommodate employees who wish to care for their sick children or elder family members?
- § IF:10 What is an employer's obligation to accommodate workers injured off-site in a situation where they are returning to work in a manual position?

ProView Developments

Your ProView edition of this product now has a new, modified layout:

- The opening page is now the title page of the book as you would see in the print work
- As with the print product, the front matter is in a different order than previously displayed
- The Table of Cases and Index are now in PDF with no searching and linking

- The Table of Contents now has internal links to every chapter and section of the book within ProView
- Images are generally greyscale and size is now adjustable
- Footnote text only appears in ProView-generated PDFs of entire sections and pages