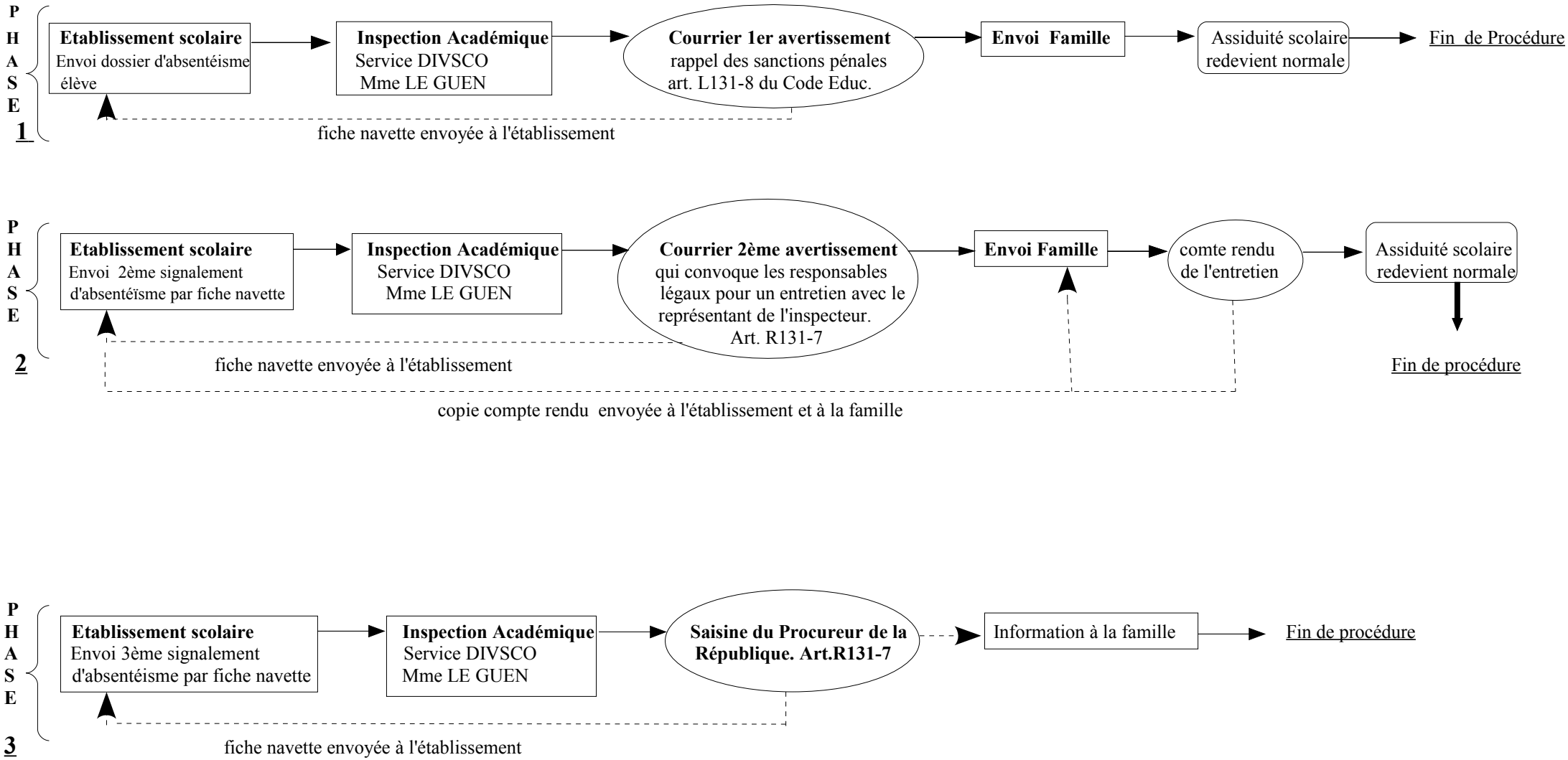PROCEDURE POUR ABSENTEISME NON JUSTIFIE