

It has been over a month now since we've been bringing you our Fast Facts COVID-19 updates. Since then, we have seen many changes in response to COVID-19. So, we thought we'd take this opportunity in Bulletin #11 to provide answers to some of our clients' most recent questions. Here's what we know so far...

Canada Emergency Response Benefit (CERB)

- For those who are collecting the CERB, the first application applied to the 4-week period from March 15th – April 11th. Individuals can now enroll for the 4-week period of April 12th – May 9th. **Remember:** *individuals must re-enroll each month in order to receive the benefit!*
- The CERB will become available to Canadians who have exhausted their employment insurance (EI) benefits since January 1st, seasonal workers who can't find work because of COVID-19 and those who earn up to \$1,000 a month
- Employers should remind their employees that, if they are eligible for EI, **they should only apply for EI**. The CRA and Service Canada will determine whether they are approved for EI or the CERB and automatically make the adjustment in their account
- Employers should remind their employees that the CERB is taxable income although tax will not be deducted at source – this means that they will be required to pay tax when they submit their income tax return for 2020
- The CRA has clearly stated that if individuals have been overpaid, then those individuals will be required to reimburse the CRA
- Individuals must return or repay the CERB if they return to work earlier than expected and are still receiving payments, or have applied for the CERB but later realize that they are not eligible – there is an option on-line now for individuals to return or repay the benefit
- If you have laid off your employees and are considering recalling them, be mindful that they may decline to return to work while they are currently collecting the CERB as it may be more financially viable for them to stay home - **you do have options** in this case - Contact us for advisory support before making any decision!

Canada Emergency Wage Subsidy

- Eligible employers are those that have employees working in Canada – they may be private, public, formed in Canada or elsewhere, foreign owned or controlled and include certain non-profit organizations and registered charities
- Eligible employees are those that are employed in Canada by the Employer during the qualifying period
- There are 3 qualifying periods – they are: *March 15 – April 11; April 12 – May 9; May 10 – June 6*
- Employers will need to show a decline in business for March 2020 by at least 15% and 30% for the months of April and May 2020
- Employers will be required to support the payroll of their employees first and then apply for the reimbursement from the subsidy
- Employers will be required to submit web-based applications for each qualifying period on-line through the CRA's My Business Account portal
- The portal to access the Canada Emergency Wage Subsidy has not yet opened, we will continue to provide updates as new information becomes available

Canada Emergency Commercial Rent Assistance Program

- This will provide support for small businesses to help them pay their rent in the months of April, May and June
- This will require cooperation with the provinces and territories as rent is under provincial jurisdiction. More details to follow soon

Canadian Emergency Business Account

- Business owners can apply for support from the Canada Emergency Business Account through their banks and credit unions
- To qualify, these organizations will need to demonstrate they paid between \$20,000 to \$1.5 million in total payroll in 2019 – this has been expanded from the previous payroll requirement of \$50,000 to \$1 million

Temporary changes to the Canada Summer Jobs Program to allow employers to:

- Receive an increased wage subsidy, so that private and public sector employers can also receive up to 100 per cent of the provincial or territorial minimum hourly wage for each employee
- Extend the end date for employment to February 28, 2021
- Adapt their projects and job activities
- Hire staff on a part-time basis

For more information visit <https://www.canada.ca/en/department-finance/economic-response-plan.html>

Your Employees Are Returning to Work... So, What's Next?

Consider guiding them back to work by providing them with a customized COVID-19 Employee Handbook that can be the tool and resource they need to be reassured that all measures and precautions are in place for their safety and security.

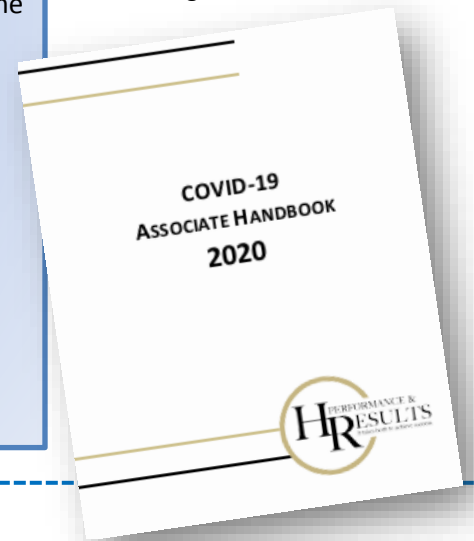
With Federal and Provincial supports for businesses continuously evolving, many of you are now turning your focus towards getting your employees back to work safely. During this time of uncertainty, fear, and confusion, information will be key to ensuring that your employees feel safe, comfortable and supported when returning to the workplace. They want to know that you are doing everything that you can to protect their health and safety and that you will take all precautions necessary to prevent the spread of COVID-19 in your workplace.

Here are some key features of the handbook:

- ***What is Covid-19, what are the signs and symptoms***
- ***Prevention protocols including physical distancing, hygiene and housekeeping***
- ***Self-monitoring and self-quarantine steps***
- ***Remote worker policies***
- ***Layoffs process and benefits, including Top-up and Work-share programs***
- ***Mental Health and Wellness tips***
- ***And much more...!***

If you are interested in having HRPAR develop a customized handbook for your workplace, please contact one of our team members who will be pleased to assist you!

NOTE: Handbooks will be developed for a flat rate. Rates will vary depending on the size of the organization.



stay safe
stay healthy

COVID-19 Self-Assessment Tool

<https://www.ontario.ca/page/2019-novel-coronavirus-covid-19-self-assessment>

Public Health Ontario

<https://www.publichealthontario.ca/>

Canada's COVID-19 Economic Response Plan

<https://www.canada.ca/en/department-finance/economic-response-plan.html>

We recommend that employers provide the following resources to their employees:

- Telehealth 1-866-797-0000
- Phone number for your local Public Health Department
- Phone number for local hospitals

Helpful Links &
Resources