

# CA COVID-19 Federal Laws

## Canada's COVID-19 Economic Response Plan (Businesses)

- [Canada Emergency Wage Subsidy \(CEWS\)](#): 75% of an employee's wages (max \$847 per week) for 12 week period (Mar 15-Jun 6, 2020); Employers must have a 30% drop in revenue for April/May (15% for March); apply via CRA's My Business Account portal; benefit amount will be reduced if employer participates in **10% wage subsidy** or **Work Sharing Program** (see below)
  - Norton Rose Fulbright Webinar – "[CEWS Legislation: What you need to know](#)" this is one of several webinars available from this National law firm outlining government subsidies and considerations for businesses during these uncertain times
- Small Business/[Temporary 10% Wage Subsidy](#): 3 month subsidy to reduce payroll deductions to be remitted to CRA (March 18 – June 19, 2020); no application required (managed by CRA)
- Extending the [Work Sharing Program](#): group of employees (min 2) who agree to reduce their hours of work (10-60%) for specific time period (6-26 weeks consecutively); COVID updates eligibility and duration extended from 38 to 76 weeks; Submit application via email (Service Canada addresses vary with province);10 day processing time
- [Business Credit Availability Program \(BCAP\)](#): access to credit for small business, includes Canada Emergency Business Account (CEBA): available to employers with \$50k to \$1M in total payroll for 2019. Interest free credit if loan repaid by Dec 2022; available through financial institutions
- Deferred payments on income taxes until August 31, 2020, sales tax remittance and customs duty payments until June 30, 2020

# CA Employer Resources

## Canada Employer Responsibilities

- [Canada's COVID Employer Roles and Responsibilities](#)
  - Part II of Canada Labour Code – employers are responsible for protecting Health and Safety of employees at work which includes (keeping employees informed, updating [Hazard Prevention Program](#) (Company policies and/or handbook)
- Employment Standards Act (Provincial Legislation)

## PCCA Employer Resources

- Employee Poster "6 Steps to prevent the spread of COVID-19"
- Visitor Screening Poster "Do Not enter if..."
- Employee Resources (HR/Amanda Cassel)
- COVID 19 Workplace Precautions (Amanda Cassel/Grace Stevens)
- Temperature Check Consent Form (Grace Stevens)
- Drive to Work Letter (Amanda Cassel)

## Hand Sanitizer

- [Hard Surface disinfectants and hand sanitizers \(COVID-19\)](#)
  - “Health Canada is permitting licensed pharmacists to compound and sell hand sanitizers in their province/territory of practice. Health Canada recommends pharmacists follow a reputable formula, such as the one published by the [World Health Organization](#). Should a pharmacist wish to distribute their product for **resale by a third party**, they would be required to obtain a valid site and product licence through the process [listed above](#)
  - For **“RESALE by third party** (i.e. selling to another pharmacy or retail site for resale)”
- [Health Canada Advisory](#) temporarily allowing technical grade ethanol to be used in hand sanitizers