

Jurisdiction	Measures Impacting Business	Employment/Labour Changes	Links - Funding Programs & Relief Measures
<p>Federal</p> <p>Government of Canada – COVID-19 Updates</p>	<p>Announced March 18: CA/US border restrictions:</p> <ul style="list-style-type: none"> • Closes the border for recreational purposes. This means no tourists or shoppers will be able to cross the border; • Allows Canadians (i.e. snowbirds) to still enter the country; and, • Keeps essential travel open. For instance, essential travel that is critical to supply chains (food, fuel, and life saving medicines); trucking will not be affected. <p>Source: click here</p> <p>Canadians are urged to stay home</p> <p>Source: click here</p>	<p>Announced changes to Canada's Employment Insurance (EI) sickness benefits. click here</p> <p>Canadian employees that are quarantined can apply for EI sickness benefits. Service Canada has implemented the following new measures with respect to the EI program:</p> <p>(a) Normally, an employee who qualifies for EI sickness benefits has a one-week waiting period before payments start. The one-week waiting period will be waived for new claimants who are quarantined so they can be paid for the first week of their claim;</p> <p>(b) Service Canada has created a new dedicated toll-free phone number for questions related to waiving the EI sickness benefits waiting period;</p> <p>(c) There will be priority EI application processing for EI sickness claims for employees under quarantine; and</p> <p>(d) a medical certificate is not required in the following situations:</p> <p>(i) when quarantine is imposed on an employee under federal or provincial legislation;</p> <p>(ii) when quarantine is imposed by a public safety officer;</p>	<p>Support for Businesses</p> <p>Supporting Canadian Businesses Through the Canada Account</p> <p>Helping Businesses Keep Their Workers</p> <p>Flexibility for Businesses Filing Taxes</p> <p>Ensuring Businesses have Access to Credit</p> <p>Supporting Financial Market Liquidity</p> <p>Economic Measures: click here</p> <ul style="list-style-type: none"> • \$27 billion in direct support to Canadian workers and businesses, plus \$55 billion to meet liquidity needs of Canadian businesses and households through tax deferrals to help stabilize the economy. • Allow all businesses to defer, until after August 31, 2020, the payment of any income tax amounts that become owing on or after today and before September 2020. Applies to tax balances due, installments and no interest or penalties will accumulate. • Small businesses eligible for a temporary wage subsidy 10% of salaries for a three months period to help retain workers • Increase the credit available to small, medium, and large Canadian businesses. A new Business Credit Availability Program will provide

		<p>(iii) when quarantine is recommended by a public safety officer and the employee has been instructed to do so by an employer, nurse, physician or any other similar person in authority; or</p> <p>(iv) when an employee voluntarily places himself or herself in isolation because a family member or close relative with whom the employee has had contact is quarantined.</p> <p>Finally, the federal Work-Sharing program - an adjustment program designed to help employers and employees avoid layoffs when there is a temporary reduction in the normal level of business activity that is beyond the control of the employer - is implementing temporary special measures for employers experiencing a downturn in business activity related to the global outbreak of COVID-19. These special measures include extending the maximum duration of the agreements from 38 weeks to 76 weeks, waiving the mandatory waiting period between agreements, and easing Recovery Plan requirements for the duration of the agreement. More information is available at this link.</p>	<p>more than \$10 billion of additional support to businesses experiencing cash flow challenges through the BDC and EDC.</p> <ul style="list-style-type: none"> • Further expand Export Development Canada’s ability to provide support to domestic businesses. • Provide flexibility on the Canada Account limit, to allow the Government to provide additional support to Canadian businesses, when deemed to be in the national interest, to deal with exceptional circumstances. <p>Farm Credit Canada (FCC), Canada’s largest agricultural lender is offering a full suite of lending products, available to the legal cannabis industry to ensure operators have access to the capital they need to overcome any short-term cash-flow challenges (irrespective of COVID-19 but helpful in light of the pandemic).</p> <ul style="list-style-type: none"> • FCC credit line: This financial product gives producers immediate access to short-term capital, up to a maximum of 150,000 Canadian dollars (\$103,000) to finance operating expenses, including for fuel, fertilizer, seed and feed. • Extended its crop input loan payment date to April 15 to provide producers an extended marketing and repayment period.
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Ontario Government of Ontario – COVID-19 Updates	<p>March 17: declared state of emergency Premier Ford Press Conference Mar 17 at 8:30am (click here)</p> <ul style="list-style-type: none"> • Province under state of emergency; all public spaces, private schools, 	<p>March 19: 24 MPPs returned to Legislature to pass two emergency legislations aimed at easing the burden on impacted workers.</p> <p>1) Bill 186 – An Act to Amend the Employment Standards Acts 2000, provides job protection for employees unable to work for the following reasons:</p>	<p>Expected March 25 – as part of fiscal update</p>



	<p>restaurants and theatres to remain closed until March 31 at the earliest</p> <ul style="list-style-type: none"> • Businesses vital to day life not affected • \$300 million relief package to be rolled out – first stage to including funding for additional beds • Minister of Finance Phillips to deliver detailed financial measures re: COVID in fiscal update on Mar 25 	<ul style="list-style-type: none"> • The employee is under medical investigation, supervision or treatment for COVID-19. • The employee is acting in accordance with an order under the Health Protection and Promotion Act. • The employee is in isolation or quarantine. • The employee is acting in accordance with public health information or direction. • The employer directs the employee not to work. • The employee needs to provide care to a person for a reason related to COVID-19 such as a school or day-care closure. <p>These measures are retroactive to January 25, 2020, the date the first presumptive COVID-19 case was confirmed in Ontario. The legislation will also make it clear employees cannot be required to show sick notes.</p> <p>2) Bill 187, Municipal Emergency Act, 2020 allows for temporary 24/7 delivery of goods in municipalities to ensure access to essential goods, notwithstanding noise by-laws in place by the municipality. It also gives municipalities the ability to fully conduct local council meetings electronically during this state of emergency.</p>	
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<p>Alberta</p> <p>Government of Alberta – COVID-19 Updates</p>	<p>March 17: declared state of emergency</p> <ul style="list-style-type: none"> \$60M in support for municipalities, charitable and non-profits providing social service support. Funding provided to homeless shelters, women’s emergency shelters and the Family & Community Support Services (FCSS) program Further economic measures to be announced this week; working on a stimulus package equivalent to 1% of GDP <p>Source: click here</p>	<p>Changes to the <i>Employment Standards Code</i> will allow employees who are required to self-isolate or are caring for a loved one with COVID-19 to take 14 days of paid job-protected leave to cover the self-isolation period being recommended by Alberta’s chief medical officer of health. There will be no requirement to have a medical note for such leave or to have worked for an employer for 90 days to qualify for such leave.</p> <p>The details of how these changes will be administered will be provided in the coming days.</p> <p>Timing: Updated as of March 18, 2020</p> <p>Source: click here</p>	<p>\$50 million emergency self-isolation support package; Albertans will be eligible to receive \$572 starting next week until federal payments come into effect in April. Eligibility will be based on Government of Alberta’s criteria for self-isolation.</p> <p>Source: click here</p>



	<p>March 18:</p> <ul style="list-style-type: none"> • Deferral of corporate income tax balances and instalment payments between March 19 and March 31 • Deferral of utility charges for residential, farm and small commercial customers; provincial government asking municipalities to do the same for water charges <p>Source: click here</p>		
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<p>British Columbia</p> <p>Government of British Columbia – COVID-19 Updates</p>	<p>March 17: declared state of emergency Prohibited gatherings of people in excess of 50 people at a place of which you are the owner, occupier or operator, or for which you are otherwise responsible until May 30, 2020 unless cancelled before that. Source: click here</p> <p>City of Vancouver declared a state of emergency, effective March 19, which limits all food and beverage services to take out or delivery only. Also closed all civic theatres on March 18. Source: click here</p>	<p>Current requirements – click here Will be looking to make changes to <i>Employment Standards Act</i> pending input of opposition parties and a thorough review of federal program – more details to when legislature is recalled March 23.</p>	<p>In announcement March 18 stated BC will expand on the federal government’s efforts to offer immediate relief for people and businesses and build our longer-term plan for economic recovery - more details to come currently scheduled for March 24.</p>

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<p>Saskatchewan</p> <p>Saskatchewan Government of Saskatchewan - COVID-19 Updates</p>	<p>Finance Minister Donna Harpauer plans to proceed with a scaled-back budget release on March 18. Expect to include additional funding measures related to COVID-19 support. Source: click here</p>	<p>Government of Saskatchewan introduced amendments to <i>The Saskatchewan Employment Act</i> ensuring employees have access to job protected leaves during a public health emergency.</p> <p>The proposed amendments to the Act are:</p> <ul style="list-style-type: none"> to remove the requirement of 13 consecutive weeks of employment with the employer prior to accessing sick leave; to remove the provision requiring a doctor’s note or certificate; and introduction of a new unpaid public health emergency leave. <p>The orders would also be made public to ensure everyone is aware of the direction. The amendments to the Act would come into force retroactive to March 6, 2020. Timing: Announced March 17, 2020 Source: click here</p>	
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<p>Manitoba</p> <p>Government of Manitoba – COVID-19 Updates</p>	<p>Awaiting provincial budget and any announcements regarding business measures March 18, 2020</p>	<p>No measures formally announced – information included in backgrounder: Employers should review their business continuity plans and take steps to ensure employees can stay home when ill, without facing barriers such as the requirement for sick notes, and work from home if possible. Employers should also discontinue non-essential, work-related</p>	

		travel outside of Manitoba and encourage virtual meetings to reduce prolonged, close contact between individuals.	
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<p>Quebec</p> <p>Government of Quebec – COVID-19 Updates</p>	<p>March 13: declared state of emergency</p> <ul style="list-style-type: none"> • Until March 30, 2020 the closing of some businesses and public spaces - full list here • Restaurants and coffee shop owners limit the number of customers to 50% of the rooms’ capacity. Buffet-style restaurants and sugar shacks must close temporarily. • Take-out orders, deliveries and drive-through services are permitted. • Banning all indoor gatherings of more than 250 people. • Employers are asked to be flexible regarding their employees’ work schedules to limit, for example, crowds in public transit during rush hour. • The deadline for producing and filing income tax return is postponed to June 1, 2020 - full info here 	<p>Employers not to require their employees to present a doctor’s note if they have to self-isolate.</p> <p>New program – PATT. This program is for workers who reside in Québec and are in isolation for one of the following reasons:</p> <ul style="list-style-type: none"> • they have contracted the virus or present symptoms • they have been contact with an infected person • they have returned from abroad <p>Workers who are in isolation or likely to be under the above criteria are eligible for the PATT COVID-19 if</p> <ul style="list-style-type: none"> • you are not receiving compensation from your employer • you do not have private insurance • you are not covered by another government program, such as EI from the federal government <p>The program only applies to adult workers aged 18 or over.</p> <p>The order to self-isolate must have been given by the Government of Canada, the Gouvernement du Québec or another responsible authority.</p>	<p>Measures will be announced shortly to support businesses who are experiencing cash-flow problems due to the impact of the coronavirus.</p> <p>Updated: March 18, 2020</p>

		<p>The lump-sum amount granted to an eligible person is \$573 per week, for a period of 14 days of isolation. If justified by your state of health, the coverage period for an eligible person could be extended to a maximum of 28 days.</p> <p>Timing: applications will start March 19, 2020</p> <p>Source: click here</p>	
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<p>Newfoundland & Labrador</p> <p>Government of Newfoundland and Labrador – COVID-19 Updates</p>	<ul style="list-style-type: none"> Restaurants to reduce their capacity by 50 per cent, eliminate buffets and encourage take-out over dine-in options - Announced on March 17, 2020 	<p>No updates as of March 18</p>	
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<p>New Brunswick</p> <p>Government of New Brunswick – COVID-19 Updates</p>	<ul style="list-style-type: none"> Private sector companies encourage their employees to work from home wherever feasible and focus on critical activities. Many businesses and public spaces be closed effective March 17, until further notice including museums, theatres, 	<p>Actively encourage sick employees to stay home:</p> <ul style="list-style-type: none"> Employees who have symptoms of acute respiratory illness are recommended to stay home. Employees should notify their supervisor and stay home if they are sick. Ensure that your sick leave policies are flexible and consistent with public 	



	<p>performance spaces, cinemas, bars, restaurants with buffets</p> <ul style="list-style-type: none"> • Restaurant owners to limit the number of customers to 50 per cent of the capacity of their dining areas. Take-out orders, deliveries and drive-through services are permitted. <p>Source: click here</p>	<p>health guidance and that employees are aware of these policies.</p> <ul style="list-style-type: none"> • Do not require a healthcare provider’s note for employees who are sick with acute respiratory illness to validate their illness or to return to work. • Employers should maintain flexible policies that permit employees to stay home to care for a sick family member. Employers should be aware that more employees may need to stay at home to care for sick children or other sick family members than is usual. 	
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<p>Nova Scotia</p> <p>Government of Nova Scotia – COVID-19 Updates</p>	<p>Announced March 17:</p> <ul style="list-style-type: none"> • Effectively immediately, there are to be no gatherings of more than 50 people. • As of Thursday March 19, restaurants are restricted to take-out and delivery only and no in-person dining; • drinking establishments, winery and distillery tasting rooms and craft taprooms must close; and • private liquor stores can continue to operate and craft breweries, wineries and distilleries can continue to sell 		

	their product from their storefronts		
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<p>PEI</p> <p>Government of PEI – COVID-19 Updates</p>	<p>March 16: declared state of emergency</p>	<p>No changes list but guidelines include:</p> <p>If an employee has to take 14 days to quarantine, is the employer responsible for paying them during that time?</p> <ul style="list-style-type: none"> Under the <i>Employment Standards Act</i>, the employer would not be required to pay the employee. Employers may consult with their collective agreement and discuss the matter with the union if there is some question on the interpretation of any of the leave and pay provisions. <p>Is an employer expected to lay their employee off during the 14 day quarantine period so they can access employment insurance (EI) benefits?</p> <ul style="list-style-type: none"> There's no requirement for employers to terminate or lay off employees under the <i>Employment Standards Act</i> to create EI eligibility. <p>What are the ramifications if an employer does not pay their staff during this time?</p>	<p>New \$25 Million Emergency Contingency Fund as an initial step to help support Island businesses.</p> <p>Source: click here</p> <p>Supports announced include:</p> <ul style="list-style-type: none"> deferring all scheduled loan payments for clients of Finance PEI, Island Investment Development Inc., and the PEI Century Fund for the next 3 months; providing \$4.5 million to Community Business Development Corporations across the province to deliver financing to small business and entrepreneurs; and a temporary allowance of \$200 per week for anyone who has experienced a significant drop in their working hours. <p>Source: click here</p>



		<ul style="list-style-type: none"> From the employer's perspective, under the <i>Employment Standards Act</i> there would be no ramifications, unless they are laying staff off or terminating staff. <p>Does the 14 day quarantine count as sick leave?</p> <ul style="list-style-type: none"> Yes, under EI rules. <p>Do companies have the right to impose their own policies related to employee leave during this time?</p> <ul style="list-style-type: none"> Yes, so long as the policies are in compliance with the <i>Employment Standards Act</i> and other legislation. <p>Source: click here</p>	
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<p>Nunavut</p> <p>Government of Nunavut – COVID-19 Updates</p>	<p>March 18: declared state of emergency</p> <ul style="list-style-type: none"> Restaurants will be take-out only, with no more than 10 people in a line-up at any time. All bars will close. Taxis are limited to one pick-up per fare. Food centres and soup kitchens across the territory can remain open for five days to lessen impacts to food security. They will be provided with take-out containers to be able to prepare meals for take away. <p>Source: click here</p>		

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<p>Northwest Territories</p> <p>Government of the NWT – COVID-19 Updates</p>	<p>March 18: declared state of emergency</p> <p>All individuals, organizations, and businesses that they should cancel all mass gatherings which could reach over 50 people.</p> <p>Large retail or grocery stores are exempt from the 50 person-requirement. The remaining guidance on hand-washing and physical distance still apply.</p> <p>Source: click here</p>	<p>Consider whether or not work travel is required or if any other means of communication could be utilized to conduct meetings during this time.</p> <p>If a worker is medically advised to self-isolate, employers and workers should work together to explore alternate working arrangements. This could include:</p> <ul style="list-style-type: none"> • Working from home or remotely • Doing work that does not require the employee to contact other people in the community or at work. <p>Source: click here</p>	
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<p>Yukon</p> <p>Government of Yukon – COVID-19 Updates</p>	<p>March 18: declared state of emergency</p> <p>Mass gatherings of more than 50 people are banned, including at houses of worship.</p> <p>Source: click here</p>	<p>People who can work from home are requested to do so. Employers are asked to look for ways to support employees to work from home where possible.</p> <p>Source: click here</p>	