FEDERAL MEASURES

75% WAGE SUBSIDY:

What is it?

- 75% of salary, paying up to $847 per week per employee for all employees, for up to 12 weeks.

Who's eligible?

- All employers who experienced a 15% drop in revenue in March 2020 and a 30% drop in revenue in April and May 2020.

Brief description:

- Government will subsidize 75% of employee wages to a maximum of $847 per week per employee.
- No cap on how much an employer can receive.
- Employers are expected to do everything within their power to top up employees to full salary.
- Applies to active employees as well as those who have been furloughed because of a lack of work.
- To measure their revenue loss, it is proposed that all employers have the flexibility to compare their revenue in March, April, and May 2020 to that of the same months in 2019, or to an average of their revenue earned in January and February 2020, whichever is more advantageous.
- Charities and non-profit organizations can choose to either include or exclude revenue from government when calculating their revenues, whichever is more advantageous.
- Organizations can calculate their revenues using either accrual or cash accounting, whichever is more advantageous.
- Organizations that qualify for the wage subsidy will be able to furlough staff to keep them on payroll if there is a lack of work for them to do, and receive a full refund of employer contributions towards CPP, EI, QPP, and other such programs.
• Wage subsidies will be retroactive to March 15.
• Applications will be available through a web portal accessible through organizations’ Canada Revenue Agency My Business accounts.

Unifor information sheet on the wage subsidy program: [click here]

Q&A on the program from a major non-profit organization: [click here]

Government program: [click here]

WORK SHARING

What is it?

• Access to EI to supplement lower weekly pay resulting from reduced hours (ranging from a 10% to 60% reduction in hours); supplement equal to 55% of normal earnings capped at the EI maximum, for up to 76 weeks.

Who’s eligible?

• All employers with two or more employees.

Brief description:

The work-sharing program is an adjustment program administered through Service Canada, designed to help employers avoid layoffs during times of temporary economic difficulty. It allows employers to schedule reduced work weeks for their employees, who can then access EI for an income supplement.

Due to COVID-19, the length of time that employers are permitted to use the work-sharing program has been increased to 76 weeks from the usual limit of 38 weeks. The mandatory waiting period has also been waived.

Unifor information sheet on work-sharing: [click here]

Government program: [click here]

CANADA EMERGENCY BUSINESS ACCOUNT (CEBA)

What is it?

• $40,000 interest-free loan until the end of 2022, of which $10,000 is forgivable.

Who’s eligible?

• All employers with total 2019 payrolls between $20,000 and $1.5 million.
• CEBA only includes local unions if they are registered as a corporation that files a T2 tax return and generates a portion of its revenue from the sales of goods or services. This likely excludes most local unions, but could apply to a local union building corporation or other related operations.
Brief description:

This program, which is run by financial institutions on behalf of the federal government, provides interest-free loans of up to $40,000 to all employers with an annual payroll between $20,000 and $1.5 million. The funds are intended to support ongoing operational expenses including payroll, rent, utilities, insurances, property tax, and scheduled debt payments.

The loan is interest free until the end of 2022, and 25% is forgivable (i.e., if $30,000 is paid back by the end of 2022, borrows can keep $10,000).

Loans are arranged through organizations’ regular financial institutions, many of which are noting a 5-day turnaround. If eligible, employers should check their financial institutions’ website for information and the application process.

Government program: click here

PROVINCIAL AND TERRITORIAL MEASURES

Provincial and territorial governments continue to implement programs and measures to support businesses during the COVID-19 pandemic. In many instances, these measures apply equally to non-profits, including local unions, and all employers. Always check directly with the program for details on eligibility and procedures.

GRANTS, LOANS, AND TRAINING FUNDS

A number of provinces have implemented business-support programs providing one-time grants, loans, and training funding that also apply to non-profits.

- **Quebec Small and Medium Enterprises Emergency Loans**
  - Loans of up to $50,000, including for non-profits, arranged through regional economic development offices and dedicated local investment funds. click here

- **Quebec Training Funds Program**
  - Expanded funding for workplace training, available to all employers in Quebec including non-profits; covers salaries up to $25/hour, and other costs. click here

- **Saskatchewan Small Business Emergency Payment Program**
  - One-time grant of 15% of monthly revenue up to $5,000; available to businesses and non-profits. click here

- **Nova Scotia Small Business Impact Grant**
  - One-time grant of 15% of revenue up to $5,000; available to businesses and social enterprises. click here
PAYROLL DEDUCTIONS RELIEF

A number of provinces are providing for deferrals of workers’ compensation premiums, and deferrals and reductions to employer health taxes, among other tax-relief measures.

- **Workers’ compensation premiums deferrals**
  - Several provinces are allowing for deferrals of workers’ compensation premiums. As of writing, British Columbia, Alberta, Saskatchewan, Ontario, and New Brunswick have announced premium deferrals. (Check provincial business supports below for more details.)

- **Employer health tax reductions and deferrals**
  - Ontario has announced a higher payroll exemption, which results in lower employer health taxes for some employers. British Columbia is delaying filing and payment of employer health taxes. (Check provincial business supports below for more details.)

OVERVIEW OF PROVINCIAL AND TERRITORIAL COVID-19 BUSINESS SUPPORTS

Support measures that may be available to local unions are emerging rapidly, with details and procedures being adjusted and refined on a regular basis. Local unions are encouraged to check details and updates on support measures that may be of assistance.

- British Columbia: [click here](#)
- Alberta: [click here](#)
- Saskatchewan: [click here](#)
- Manitoba: [click here](#)
- Ontario: [click here](#)
- Quebec: [click here](#)
- New Brunswick: [click here](#)
- Nova Scotia: [click here](#)
- Prince Edward Island: [click here](#)
- Newfoundland and Labrador: [click here](#)
- Nunavut: [click here](#)
- Yukon: [click here](#)
- Northwest Territories: [click here](#)