

Resources for Northwest Territories Based Employers Re: COVID-19

Legal Resources

There are many law firms publishing information on their websites to provide guidance to employers for issues related to COVID-19. I recommend the following resources:

- McLennan Ross (<https://mross.com/law/>) is an Alberta based law firm with an office in Yellowknife with expertise in labour and employment matters. They have a number of resources on the “Recent Publications” section of their Labour and Employment page: https://mross.com/law/Practice_Areas/Labour_And_Employment
- Field Law (<https://www.fieldlaw.com/>) is an Alberta based law firm with an office in Yellowknife with expertise in labour and employment matters. They have a COVID-19 portal with a number of resources: <https://www.fieldlaw.com/Services/COVID-19>

Government Support

The federal government has announced a number of financial supports for both employers and employees: <https://www.canada.ca/en/department-finance/economic-response-plan.html>

The territorial government has also announced support for employers: <https://www.iti.gov.nt.ca/en/resources-businesses>

Employment Standards

The Northwest Territories *Employment Standards Act* and *Employment Standards Regulation* addresses topics such as:

- Layoff and termination
- Unpaid leave
- Vacation

<https://www.ece.gov.nt.ca/en/services/employment-standards/frequently-asked-questions>

More detailed information is outlined in the legislation. Employers considering termination or layoffs, either temporary or permanent, should review Part 4 of the *Employment Standards Act*.

<https://www.justice.gov.nt.ca/en/files/legislation/employment-standards/employment-standards.a.pdf>

Employment Insurance (EI)

The federal employment insurance program provides income replacement benefits to eligible employees who are sick, terminated, or laid off: <https://www.canada.ca/en/services/benefits/ei.html> The government has also announced an expansion of the Work-Sharing program that provides EI benefits to eligible employees who agree to reduce their normal working hours and share the available work while their employer recovers: <https://www.canada.ca/en/employment-social-development/services/work-sharing/guide-applicant.html>