

## **Resources for Saskatchewan 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:

- McKercher (<https://www.mckercher.ca/>) is a Saskatchewan based law firm with expertise in labour and employment law. They have posted a bulletin for employers regarding COVID-19: <https://www.mckercher.ca/wp-content/uploads/2020/03/McKercher-Update-Covid-19-Employer-FAQs-MAR-21-2020.pdf>
- MLT Aikins (<https://www.mltaikins.com/>) is a law firm with a significant presence in Saskatchewan. They have established a COVID-19 resource centre that includes information for employers: <https://www.mltaikins.com/service/covid-19-resource-centre/>

### **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 provincial government has also announced support for employers:

<https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/covid-19-information-for-businesses-and-workers>

### **Employment Standards**

*The Saskatchewan Employment Act* addresses topics such as:

- Vacations and leaves of absences (<https://www.saskatchewan.ca/business/employment-standards/vacations-holidays-leaves-and-absences>)
- Layoffs and termination (<https://www.saskatchewan.ca/business/employment-standards/layoffs-and-termination>)

The Saskatchewan government has announced several recent changes:

- Improved access to sick leave and a new Public Health Emergency Leave (<https://www.saskatchewan.ca/government/news-and-media/2020/march/17/labour-changes-for-employees-during-covid-19>)
- Elimination of layoff notice requirement if the layoff is for a period of 12 weeks or less in a 16-week period (<https://www.saskatchewan.ca/government/news-and-media/2020/march/20/covid-19-financial-support>)

### **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>