

# Coronavirus (COVID-19): Legal update for Canadian employers – HR leader roundtable

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- Larysa Workewych, Associate, Toronto
- Debra Hall, National Director, HR Total Rewards, CBI Health Group
- Alicia DeFreitas, Chief Human Resources Officer, BDO Canada LLP
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# Meet our presenters

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# Update on the Canada Emergency Response Benefit (CERB)

Larysa Workewych, Associate, Toronto

# What is the CERB?

- Provides support to workers who lose their income as a result of COVID-19 who:
  - Stopped working due to COVID-19;
  - Are eligible for Employment Insurance (EI) regular or sickness benefits; or
  - Exhausted their EI regular or fishing benefits between December 29, 2019 and October 3, 2020
- Eligible individuals can receive a \$2,000 payment for a 4-week period (i.e. \$500 a week)

# Expansion of the CERB

- Previously, benefit was available for a maximum of 16 weeks
- Expanded by an additional 8 weeks, for a total maximum of **24 weeks**
- No change to benefit entitlement period: available from March 15, 2020 to October 3, 2020
- Continued requirement to re-apply for each 4-week period and submit bi-weekly reports

# Repayment Obligations

- Individuals must repay the CERB if they no longer meet the eligibility requirements for the 4-week period for which they received the benefit
- What happens if an employee is no longer eligible because their employers brought them back to work?



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