



2020 Wrap-Up & Your Questions Answered

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Presentation Roadmap

2020 Overview:

Important Legal Updates - Current Lay of the Land

AMA:

Ask Me Anything - Your Questions Answered

2020 Overview: Important Legal Updates



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Current Lay of the Land

- IDEL - deemed leaves (layoffs/hours reductions) ends on Jan 2, 2021
 - Regular lay off timelines kick in 13 weeks or 35 weeks
- IDEL for employees who request it remains in place while circumstances continue and while COVID-19 remains an infectious disease emergency

Current Lay of the Land, continued

- **For employees:**
 - EI - \$500 per week
 - Canada Recovery Benefit - \$500 per week - until Sept 25, 2021
- **For businesses:**
 - Wage Subsidy - up to 65% of employee's wages - until June 2021

Current Lay of the Land, continued

- **Get your contracts reviewed!**
- **Federal employers - get ready for new workplace violence and harassment requirements effective Jan 1, 2021**
- **AODA Compliance Report deadline - was Dec 31, 2020 - extended to June 30, 2021**

AMA: Ask Me Anything

Your Questions Answered



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AMA - Your Questions

- What do we do when the IDEL ends?
- When does the wage subsidy end?
- Do I have to let my employee work from home?
- What do we do about requests for T2200 for work from home expenses?
- My employee keeps having to take time off because their kid can't go to school. Do I have to accommodate this?

AMA - Your Questions

- What law governs our remote EEs if they are working temporarily from another province/country? (if we are hiring for permanent remote jobs and they live in a different province from the office)
- I have a new mom who has returned from Maternity Leave and is working a 60% work week in her return to work. She is salaried, and has 3 weeks of vacation per year. How do I calculate her vacation pay both during the leave and on her new reduced schedule? I get confused between vacation pay and vacation time.

AMA - Your Questions

- I've heard from an HR colleague in New Zealand, that they have a privacy law in which an employee can request from the business they work for, any internal documents/emails where their name is mentioned. Do we have any sort of privacy law/legislation like that in Ontario?
- If an employee refused to return to work because of COVID-19 anxiety, and there is no medical condition and the employee refuses to return to a safe work environment, would it be considered a termination or a resignation (job abandonment). If it is a termination, is it for cause?

AMA - Everyone's Questions

- Will 2021 be better?
- Will it be easier?
- When will we all have to stop learning new laws and rules every. freaking. day?
- Will the quiet holidays actually be exactly what we all need to rest and recover from such a bonkers year?

Questions?

To learn more about our team: <https://springlaw.ca/team/>

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Thank you!