



What's New in HR Law

New Canada Recovery Benefits

October 9, 2020

Bottom Line

[Bill C-4](#), *An Act relating to certain measures in response to COVID-19*, received royal assent on October 2, 2020. With the passing of this legislation, three new temporary social benefits have been introduced for Canadians who are unable to work for reasons related to COVID-19. The Canada Recovery Benefit (CRB), Canada Recovery Sickness Benefit (CRSB) and Canada Recovery Caregiving Benefit (CRCB) replace the Canada Emergency Response Benefit (CERB), which came to an end on September 26, 2020.

Canada Recovery Benefit

The CRB will provide eligible workers with \$500 per week for up to 26 weeks, in the event they are unable to work and are not eligible for EI, or have had their income reduced by at least 50%, for reasons relating to COVID-19.

Canada Recovery Sickness Benefit

The CRSB provides eligible workers with \$500 per week for up to a maximum of two weeks when they are unable to work for at least 50% of the week because they are sick, need to self-

This update is for general discussion purposes and does not constitute legal advice or an opinion.

[Filion Wakely Thorup Angeletti LLP](#) www.filion.on.ca

Toronto

Bay Adelaide Centre
333 Bay Street, Suite 2500, PO Box 44
Toronto, Ontario M5H 2R2
tel 416.408.3221 | fax 416.408.4814
toronto@filion.on.ca

London

620A Richmond Street, 2nd Floor
London, Ontario N6A 5J9
tel 519.433.7270 | fax 519.433.4453
london@filion.on.ca

Hamilton

1 King Street West, Suite 1201, Box
57030
Hamilton, Ontario L8P 4W9
tel 905.526.8904 | fax 905.577.0805
hamilton@filion.on.ca

isolate, or have an underlying health condition that puts them at greater risk of getting COVID-19.

Canada Recovery Caregiving Benefit

The CRSB provides eligible workers with \$500 per week for up to 26 weeks per household of workers unable to work for at least 50% of the week because they must care for a child under the age of 12 or a family member who needs supervised care. Qualifying circumstances are those in which schools, daycares or care facilities are closed due to COVID-19, or because the child or family member is sick, self-isolating, or at risk of serious health complications due to COVID-19.

Application Information

These new temporary benefits will be in place until September 2021. Applications for the CRSB and CRCB are being processed by the Canada Revenue Agency and have been open since October 5, 2020. Applications for the CRB will open on October 12, 2020.

Additional information regarding the benefits, eligibility criteria, and application process can be found online [here](#).

Takeaways for Employers

At the outset of the pandemic, and in some cases before any social assistance or government benefits were available, many businesses implemented paid leave programs and other supports for workers affected by COVID-19. In light of the introduction of these new temporary government benefits, employers may wish to review their internal policies and programs to ensure they are still achieving their intended purpose and, further, that they are not in conflict with the federal benefit program. Employers who may be looking to repeal company-funded leave or benefit programs will also want to carefully consider how to mitigate any potential constructive dismissal risks that may arise in doing so.

Need more information?

For assistance with issues relating to workplace management amidst the COVID-19 pandemic, contact [Melanie McNaught](#) at 416.408.5561 or any member of our legal team.



management labour and employment law



Toronto
Bay Adelaide Centre
333 Bay Street, Suite 2500,

London
620A Richmond Street, 2nd Floor
London, Ontario N6A 5J9

Hamilton
1 King Street West, Suite 1201
Box 57030

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