

SUMMARY OF PROGRAMS AVAILABLE TO ASSIST NON-PROFIT ORGANIZATIONS AFFECTED BY COVID-19

The following is a summary of programs available through the Government of Canada and the Government of Alberta for small business and non-profit organizations.

Government of Canada Support and Links:

https://www.canada.ca/en/department-finance/economic-response-plan/covid19-businesses.html#wage_subsidies

UPDATED – NOW AVAILABLE: Temporary Wage Subsidy for Employers Program

<https://www.canada.ca/en/revenue-agency/campaigns/covid-19-update/frequently-asked-questions-wage-subsidy-small-businesses.html>

Helping Businesses Keep their Workers

To support businesses that are facing revenue losses and to help prevent lay-offs, the government is proposing to provide eligible small employers a temporary wage subsidy for a period of three months. The subsidy will be equal to 10% of remuneration paid during that period, up to a maximum subsidy of \$1,375 per employee and \$25,000 per employer. Businesses will be able to benefit immediately from this support by reducing their remittances of income tax withheld on their employees' remuneration. Employers benefiting from this measure will include corporations eligible for the small business deduction, as well as non-profit organizations and charities.

UPDATE: Prime Minister Trudeau announced updates to this program on March 27th in increase the percentage to 75% from 10%. Information will be updated as details are provided through government sources.

UPDATE: The Temporary Wage Subsidy Program is not available to employers. Please take some time to review and read through the FAQ that is provided in the link above.

UPDATED – NOW AVAILABLE: Work-Sharing Program

<https://www.canada.ca/en/employment-social-development/services/work-sharing.html>

Work-Sharing (WS) is an adjustment program designed to help employers and employees avoid layoffs when there is a temporary reduction in the normal level of business activity that is beyond the control of the employer. The measure provides income support to employees eligible for Employment Insurance benefits who work a temporarily reduced work week while their employer recovers.

Work-Sharing is a three-party agreement involving employers, employees and Service Canada. Employees on a Work-Sharing agreement must agree to a reduced schedule of work and to share the available work over a specified period of time.

UPDATE: The Work-sharing Program may be suitable for your club if coaches are still employed and offering programs/services to the membership in a reduced capacity. Please take some time to review and read through the information that is provided in the link above.

Government of Alberta Support and Links:

<https://www.alberta.ca/covid-19-supports-for-albertans.aspx>

Job-protected leave

Changes to the Employment Standards Code will allow full and part-time employees to take 14 days of job-protected leave if they are:

- required to self-isolate
- caring for a child or dependent adult that is required to self-isolate

To be eligible, employees:

- will not be required to have a medical note
- do not need to have worked for an employer for 90 days

This leave covers the 14-day self-isolation period recommended by Alberta's chief medical officer. This leave may be extended if the advice of the chief medical officer changes.

The leave does not apply to self-employed individuals or contractors.

Vacation pay, leave or banked overtime

Employers and employees may consider using other available leaves should an employee be required to self-isolate.

- Employees can request using their vacation pay or banked overtime, but employers are not required to grant the request. Provincial employment rules only require employers to provide vacation pay, vacation leave or pay banked overtime within a year of it being earned.
- Employers can request employees voluntarily take vacation leave and/or use their vacation pay or banked overtime, but cannot force them to do so under provincial employment rules.