

## ***COVID-19 Changes For Alberta Employers***

A number of changes have been announced in light of the current pandemic for Alberta employers to take note of.

Most notably is the extension to the maximum time allowed for temporary layoffs in the absence of an agreement between an employee/employer.

In particular, the original maximum layoff period of 60 days has been extended to 120 days. This change is retroactive to any layoffs that occurred on or after March 17<sup>th</sup>, 2020. If an employee is not recalled after 120 days (or the employee and employer haven't entered into an agreement to extend the layoff further in exchange for wages, pension or benefit continuance) the layoff becomes a deemed termination under minimum employment standards legislation.

Other changes include:

- The removal of the 24-hour written notice requirement for shift changes and the 2 weeks' notice required for changes to a work schedule under an averaging agreement.
- The removal of the employer requirement to provide notice to employees and unions when 50 or more employees are being terminated.
- A new job-protected leave to care for children affected by school or daycare closures, or ill or self-isolated family members due to COVID-19. There will be no length of employment requirement to be eligible for this leave.

These changes will take effect immediately. If you have any questions, please do not hesitate to reach out to speak to an Advisor.