



Important updates for:

Have you been fired or laid off?

Since this booklet was printed in **January 2018**, there have been changes to the **Wage Earner Protection Program (WEPP)**, including:

- allowing more workers to qualify for the program
- removing the 6.28% deduction from WEPP payments

And there are COVID-19 rules:

- allowing longer temporary layoffs
- changing when workers can claim constructive dismissal

Page 3: What if I am laid off temporarily?

Delete the fourth paragraph and replace with: In some situations, a layoff can be longer, up to 34 weeks out of 52 weeks in a row. For example, this applies if your employer continues to pay into a pension plan for you.

Your employer can lay you off for any length of time, as long as they made these changes because of COVID-19. This rule is only for layoffs between **March 1, 2020 and July 30, 2022**.

Page 3: What if my employer forces me to leave my job?

Insert at the beginning:

You cannot claim constructive dismissal under the Employment Standards Act (ESA) if your employer reduced your wages or hours because of COVID-19 between **March 1, 2020 and July 30, 2022**.

This new rule might not affect your right to go to court to claim constructive dismissal. This is a complicated area of law. It is a good idea to get legal advice. See page 19 for where to get legal help.

Page 15: If your employer is bankrupt

Replace with the following:

If your employer has gone bankrupt, is insolvent, or is in receivership, you may be able to get back money that they owe you. You can apply to the federal Wage Earner Protection Program (WEPP) to get back wages, vacation pay, severance pay, and termination pay.

You must have a valid Social Insurance Number (SIN) to apply online. If you do not have a valid SIN, call **1-866-683-6516** to get a paper copy of the application form.

The most you can get from WEPP is 7 times your maximum weekly “insurable earnings” under the Employment Insurance Act. For 2022, the most you can get from WEPP before deductions is \$8,117.34.

You can get wages and vacation pay that you earned in the 6 months before your employer’s bankruptcy.

If you lost your job in the 6 months before your employer’s bankruptcy, you can get severance and termination pay that your employer owes you. If you continue to work for your employer after the bankruptcy, you can also get it once your job ends.

To find out more about who can qualify and how to apply, you can go to the Service Canada website at **[servicecanada.gc.ca](https://www.servicecanada.gc.ca)** or call **1-800-622-6232 or 1-800-926-9105 (TTY)**.

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