

SOURCE OF INCOME REPLACEMENT COMPARISON CHART - COVID-19

PROVISIONS	EMPLOYEES NO LONGER WORKING			EMPLOYEE STILL AT WORK	
	CANADA EMERGENCY RESPONSE BENEFIT (CERB)	EMPLOYMENT INSURANCE (EI)	SUPPLEMENTAL UNEMPLOYMENT BENEFIT (SUB) (IN CONJUNCTION WITH EI)	WORK-SHARING (COUPLED WITH EI)	CANADA EMERGENCY WAGE SUBSIDY (CEWS)
ELIGIBILITY	Circumstances of COVID-19	Sickness, loss of job, layoff	Reason for benefit can be established by employer: Sickness, Accident, Quarantine, Maternity/Paternity Leave, Work Stoppage etc.	Reduction in business activity of at least 10% in the last 24 months	For qualifying businesses: 15% decline of Revenue in the month of March; then 30% for April and May; drop in Employer Revenue
	Off work for 14 consecutive days in 30 day period	No work	For this illustration: Work Stoppage	3 party agreement - Employer, all Employees in work-share group, and EI	Compare 2020 vs 2019 by same month or average of January and February 2020
	Workers who are sick, quarantined or taking care of someone sick with COVID-19			Year round full-time and part-time employees, contractors with longer contract that 12 months	Employees listed on Employer Payroll during those months
	Workers that are still employed but are not being paid because of disruptions to their workplace due to COVID-19 Workers that are earning less than \$1,000 per month			Related to expected lay off. Not eligible: Senior Management, Executives, Outside Sales, Product Development	To provide certainty for Employers once eligible for a specific period, Employer is automatically qualified for the next period: Mar 13 - April 11 April 12 - May 9 May 10 - June 6 In measuring revenues of not-for-profit and registered charities, they may choose whether or not to include government assistance in revenues when applying the revenue test
					The Act includes a provision that would allow an extension to September 30th if the government exacts.
	Wage earners or self-employed individuals, including contract workers that would not otherwise be eligible for Employment Insurance (EI)				Eligible Entities: -a corporation that is not tax-exempt -an individual - a registered charity - certain tax-exempt entities - a partnership *Must have had a business number registered with the Minister March 15, 2020
	Working parents that must stay home without pay to care for children that are sick or need care due to school or daycare closures				
BENEFIT AMOUNT	\$2,000 per month	55% average weekly insurable earning up to \$573/week (\$54,000 per year)	Percentage greater than EI, up to 95% max: SUB benefits may vary by specified employee groups	Between 10% and 60%	75% monthly income (salary or wages) up to \$847* per week for each Employee less 10% Wage Subsidy and any EI income received through the Work Share program (if any); Employer must do their best to pay the other 25%
MAXIMUM PERIOD	16 Weeks	16 weeks (sickness); 45 weeks (job loss) (with 1 week waiting period waived)	Period to be determined by Employer	Maximum of 78 weeks	12 weeks
INCOME TEST	Income from any sources, \$5,000 annual from employment in 12 month period 2019 or present (T4)	Yes	Income based calculation	Yes, combined hours/shifts amalgamated for Employer and EI	Proof of earning per period to CRA
TAXABLE	Yes (Deferred)	Yes	Yes	Yes	Yes
ELIGIBILITY - COVID-19	Circumstances re: COVID-19	Sickness and loss of work only	Yes	Yes	See above
APPLICATION PROCESS	Employee Application	Employer Application with Employer completed Record of Employment (ROE)	Employer Application to Government with formal plan design, payment requires proof of EI or CERB payment	Employer Application to Government 10 days in advance	Apply through CRA "My Business Account" portal with direct reimbursement from CRA, payments expected in 2-5 weeks
NOTE	Can be claimed after EI runs out Cannot claim CERB while on EI	While EI is normally the primary source, CERB *is current primary, preserving EI for a later time	Can be established during CERB in anticipation of returning employees to work		Portal to be opened April 27th