

# ISSUE IN FOCUS



*Celebrating 100 Years*

SASKATCHEWAN  
CHAMBER of COMMERCE

## Extension of Layoff Period Recommendation

### Background:

Six weeks ago, on March 19, 2020, the Executive Council amended legislation around layoffs as part of the response to a public emergency during an order of the chief medical health officer or an emergency declaration by the Government of Saskatchewan. With these amendments, employers do not have to provide notice, or pay instead of notice, for layoffs that will occur for a maximum of 12 weeks in a 16-week period. Furthermore, once a layoff exceeds 12 weeks within the 16-week period from when the layoff started and the employee is not reinstated, pay instead of notice is required.

### Issue:

While some employers will see their staff back in place with the Reopening Saskatchewan Phases 1 and 2 slated to begin on May 4th and 19th respectively, those businesses included in Phases 3 and 4 still face uncertainty on when they will be reopening their businesses. At minimum, it will be over 8 weeks since the amended legislation was implemented before Phase 3 and 4 businesses will be opening their doors, leaving very little time for employers before they are required to provide pay instead of notice.

### Recommendations:

1. That the provincial government extend the layoff period from a maximum of 12 weeks in a 16-week period for as long as an order of the chief medical health officer or an emergency declaration by the Government of Saskatchewan stands.
2. We recommend that employers be required to provide employees 7 days' notice before returning to work, under the assumption that employees are being

recalled to work based on their former work hours and responsibilities.

## **History:**

Letter to Ministry of Labour Relations & Workplace Safety 2020