

## COVID-19 Business Support Measures – Updated October 2, 2020 –

### Mining Industry Human Resources Council

#### Gearing Up

Provides mining employers a wage subsidy up to \$7,500 who create work-integrated learning opportunities for post-secondary students such as co-ops, internships, field placements, applied projects, capstone projects or case competitions.

### Government of Canada

[The Government of Canada's COVID-19 website](#) features [Canada's Economic Response Plan](#), including a [Support to Businesses](#) section outlining measures such as allowing businesses to defer income tax amounts owing until August 31, 2020, and deferral of sales tax remittance and customs duty payments.

On April 14, Trudeau announced new measures to support Canada's energy sector, including \$1.7 billion to clean up orphan wells in Alberta, Saskatchewan and British Columbia. The government will also establish a \$750 million emission-reduction fund, with a focus on methane, to create jobs in efforts to cut pollution, including \$75 million to help the offshore industry cut emissions in Newfoundland and Labrador. Trudeau also said the federal government is working with BDC and EDC to expand credit support for at-risk medium-sized energy companies so they can maintain operations and keep employees.

On May 7, Trudeau announced a [temporary salary top-up for low-income essential workers](#) in partnership with the provinces and territories through a new transfer to cost-share a temporary top up to salaries of workers who earn less than \$2,500 per month on a full time basis that have deemed essential in the fight against COVID-19.

On May 8, Trudeau announced [the creation of a new industry strategy council](#) that will look at how the pandemic is affecting specific sectors and how to support them.

On June 9, Trudeau announced a new [PPE supply hub website](#) for organizations and businesses, as they prepare to re-open their workplaces and ensure that they keep themselves and others safe.

On July 29, the Honourable Seamus O'Regan, Canada's Minister of Natural Resources, announced support for the minerals and metals sector with [\\$98 million in funding over five years to renew two flagship geoscience programs](#) led by the Geological Survey of Canada: the Geo-mapping for Energy and Minerals program and the Targeted Geoscience Initiative. This proposed investment will anchor the Pan-Canadian Geoscience Strategy under the Canadian Minerals and Metals Plan (CMMP).

On September 24, the Government of Canada announced [three new temporary Recovery Benefits](#) to support Canadians who are unable to work for reasons related to COVID-19.

A Canada Recovery Benefit (CRB) of \$500 per week for up to 26 weeks, to workers who are self-employed or are not eligible for EI and who still require income support. This Benefit would support Canadians who have not returned to work due to COVID-19 or whose income has dropped by at least 50%. These workers must be available and looking for work, and must accept work where it is reasonable to do so.

A Canada Recovery Sickness Benefit (CRSB) of \$500 per week for up to two weeks, for workers who are sick or must self-isolate for reasons related to COVID-19.

A Canada Recovery Caregiving Benefit (CRCB) of \$500 per week for up to 26 weeks per household, for eligible Canadians unable to work because they must care for a child under the age of 12 or family member because schools, day-cares or care facilities are closed due to COVID-19 or because the child or family member is sick and/or required to quarantine.

Canadians will be able to apply for the CRB, CRSB, and CRCB through the Canada Revenue Agency (CRA) for one year up until September 25, 2021.

More information on the above announcements will be included here when available.

On October 2, Trudeau announced measures to help small- and medium-sized businesses survive possible lockdowns with \$600,000,000 in funding for the [Regional Relief and Recovery Fund \(RRRF\)](#).

### **Business Credit Availability Program (BCAP)**

- Includes the new [Canada Emergency Business Account \(CEBA\)](#) for small and medium-sized businesses that will see banks offer \$40,000 government-guaranteed loans interest-free for the first year. If the loan is repaid by December 31, 2022, 25% of it will be forgiven, up to \$10,000.
- Businesses that spent between \$20,000 and \$1.5 million in total payroll in 2019 are now eligible.
- A loan guarantee for small and medium-sized enterprises to issue new operating credit and cash flow term loans of up to \$6.25 million.
  
- On May 19, Trudeau announced [CEBA eligibility criteria expansion](#) to include many owner-operated small businesses: sole proprietors receiving income directly from their businesses, businesses that rely on contractors, and family-owned corporations that pay employees through dividends rather than payroll. On June 18, it was announced that the expected broadening of eligibility wouldn't be launching on schedule. More information is forthcoming.
- Interested businesses should contact their current financial institutions for more information.

### **Canadian Business Resilience Network (CBRN)**

- A partnership between the Canadian Chamber of Commerce and the Government of Canada to provide a coordinated, business-led, inclusive campaign that will focus on providing businesses the tools they need to mitigate the impact of the pandemic.
- Includes resources to empower workforces and continue business operations, public and private sector business support programs, and positioning business to help drive economic recovery.

### **Canada Emergency Commercial Rent Assistance Program**

- Provides forgivable loans to qualifying commercial property owners to cover 50% of April to September rent payments by eligible small business tenants experiencing financial hardship.
- Loans will be forgiven if the mortgaged property owner agrees to reduce the eligible small business tenants' rent by at least 75% for the three corresponding months under a rent forgiveness agreement, which will include a pledge not to evict the tenant while the agreement is in place. Small business tenant would cover the remainder, up to 25% of the rent.
- Affected small business tenants are those paying less than \$50,000 per month in rent and who have temporarily ceased operations or experienced at least a 70% drop in pre-COVID-19 revenues.
- Administered and delivered by the federal Canada Mortgage and Housing Corp., provinces and territories have agreed to cover up to 25% of costs, subject to terms of agreements with Ottawa, to ensure program implementation.

### **Canadian Emergency Response Benefit (CERB)**

50 FRANK NIGHBOR PL, UNIT 105, KANATA ON K2V 1B9

613.270.9696 [WWW.MIHR.CA](http://WWW.MIHR.CA) [WWW.CONSEILRHIM.CA](http://WWW.CONSEILRHIM.CA)

- On August 20, the eligibility for this benefit was extended by four weeks up to a total of 28 weeks, and [three new benefits were proposed](#).
- Provides those who have lost their income or employed workers not receiving income due to work disruptions with \$2,000 a month – helping businesses keep their employees while ensuring they can quickly resume operations as soon as it is possible.
- Applications for the CERB have been expanded for those making \$1000/month or less, seasonal workers, those who recently used up their EI benefits, and for those who were going to start a new job that did not materialize due COVID-19.
- Recipients can't get both the CEWS and CERB. Employers can't claim the CEWS for remuneration paid to an employee in a week within a 4-week period when the employee is eligible for the CERB.
- Direct deposit to arrive within three to five days, or 10 days by mail. Recipients need to check in monthly to confirm employment status. No action is needed for those who already applied via EI.

### [Canada Emergency Wage Subsidy \(CEWS\)](#)

- Applications for claim period 6 (August 2 to August 29) is now open, and a wage calculator is available to help employers prepare to apply.
- A 75% wage subsidy retroactive to March 15 that covers annual earnings up to \$58,700, or \$847 a week, to encourage employers who already laid off workers to put them back on the payroll.
- Start ups can use January and February as benchmarks for revenue drops.
- Employers are encouraged to pay the additional 25% of workers' pre-crisis wages if possible.
- The 10% wage subsidy, announced earlier in March, is still in effect. Small businesses can continue to claim the benefit even if they haven't experienced a drop in revenue in recent weeks. The maximum subsidy for this program is \$1,375 per employee and \$25,000 per employer. If businesses also qualify for the larger CEWS, the money will be adjusted downward to account for any payments made through that separate program.

### [Employment and Social Development Canada's \(ESDC\) COVID-19 website](#)

- Outlines labour market measures including EI support actions and a work sharing program.

### [Insured Mortgage Purchase Program \(IMPP\)](#)

- To ensure continued lending to Canadian consumers and businesses – expanded from the \$50 billion announced March 16 to the government now ready to purchase up to \$150 billion of insured mortgage pools through CMHC \$150 billion.

### [Large Employer Emergency Financing Facility \(LEEFF\)](#)

- [The enquiry form is now available](#).
- To provide companies with annual revenues of \$300 million or higher across most sectors that have “larger financing needs” access to loans of up to \$60 million per company and guarantees of up to \$80 million.
- Applicants must also have “significant operations or workforce in Canada.”
- International organizational structure and financing arrangements will be taken into consideration.
- Each business will have to demonstrate some degree of environmental commitment and vow to report annually on its climate and sustainability initiatives.

### [NRC IRAP Innovation Assistance Program \(IAP\)](#)

- **The call for applications is now closed.**

### [Protecting jobs and safe operations of junior mining exploration and other flow-through share issuers](#)

50 FRANK NIGHBOR PL, UNIT 105, KANATA ON K2V 1B9

613.270.9696 [WWW.MIHR.CA](http://WWW.MIHR.CA) [WWW.CONSEILRHIM.CA](http://WWW.CONSEILRHIM.CA)

- The government is proposing extending the timelines for spending the capital junior mining exploration companies raise via flow-through shares by 12 months, providing additional time to incur eligible expenses, safely plan when to best continue operations and avoid costs from not meeting original flow-through share timelines.

### Regional Relief and Recovery Fund (RRRF)

- \$962 million in support to businesses and communities to mitigate financial pressure to allow organizations to continue their operations, including paying their employees – and to prepare for a successful recovery.
- Ensures more businesses and smaller employers in rural communities get support if not eligible for the CERB. Implemented by the six regional development agencies – which are familiar with their regions' economic realities and are often the first point of contact for people at the local level.
- [Apply to the RRF through your local Regional Development Agency.](#)

### Support for Youth

- **Canada Emergency Student Benefit (CESB)**
  - [The final eligibility period is August 2 to August 29, 2020. Applications must be submitted before September 30.](#)
  - Students can search for jobs online at [Job Bank](#) or through the Job Bank app.
  - Students can receive \$1,250/month from May to August, \$2,000/month for those with a disability or a child.
- **Canada Student Service Grant (CSSG)**
  - To help students gain valuable work experience and skills while they help their communities during the COVID-19 pandemic, students who do national service and serve their communities will receive up to \$5,000 towards their education in the fall. More information coming soon to the “I Want to Help” platform.
  - **Applications for service opportunities and students are not currently being processed or accepted.**
- **Canada Summer Jobs Program**
  - **The call for applications for the 2020 season closed February 28, 2020.**
  - The government will be creating 10,000 new job placements for young people between the ages of 15 and 30 through the Canada Summer Jobs program. New funding of over \$60 million will help expand the current work placement target from 70,000 to 80,000.
- **Student Work Placement Program**
  - Supporting an additional 20,000 job placements for post-secondary students in high demand sectors. A new investment of \$186 million will help more students get paid work experience related to their field of study. This funding is in addition to the \$80 million that was announced on April 22, 2020.
  - On September 1, strengthened federal labour standards for work-integrated learning were announced, as outlined in the following [press release](#).
- **500 green jobs and training opportunities** were announced June 18, ranging from six months to a year in length are being made available in the energy, forestry, mining, earth sciences and clean technology sectors.

- The federal government will also:
  - Create 5,000 new internships through Mitacs for college and university students across Canada with small and medium-sized businesses. Funding of \$40 million will also help develop partnerships with new industries and offer internships to students in more areas of study.
  - Increase funding to the Digital Skills for Youth (DS4Y) program by \$40 million to help post-secondary graduates gain professional work experience. DS4Y provides wage subsidy opportunities to help connect young people with small and medium-sized businesses and not-for-profits.
  - Create over 3,500 new job placements and internships through the Youth Employment and Skills Strategy. New funding of \$34 million, in addition to the over \$153 million announced on April 22, will support programs serving high-demand sectors such as health, community services, and information technology, and help other sectors to recover.
  - Create 5,000 to 10,000 more work-integrated learning opportunities through the Business + Higher Education Roundtable (BHER). The BHER will launch a national challenge for students to develop creative solutions in response to current and future sector needs as defined by Canadian industry. The national student challenge will help connect Canada's small and medium-sized businesses with the next generation of talent in Canada.
  - Invest \$291.6 million to extend scholarships, fellowships, postdoctoral fellowships and grants for three or four months.
  - Broaden eligibility for financial assistance and raising the maximum weekly amount that can be provided to a student in 2020-2021 from \$210 to \$350.
  - Provide \$75.2 million in support to First Nations, Inuit, and Métis students.
  - Double student grants up to \$6,000 for full time students and \$3,600 for part-time students in 2020-2021. Grants are also being doubled for students with permanent disabilities and those with dependents.
  - [Allowed international students to work more than the maximum of 20 hours per week](#) until August 31, 2020, provided they work in an essential service such as health care, critical infrastructure, or the supply of food or other critical goods.

### Union Training and Innovation Program

- **This call for proposals ran from July 3 and August 28, 2020.**
- Eligible projects will help unions across Canada improve the quality of training through investments in equipment and materials and support innovation and broad-based partnerships to address challenges faced by apprentices. The Program will also help to reduce barriers to participation and success in the trades among under-represented groups such as women, newcomers, persons with disabilities and visible minorities.

### Work-Sharing Program

- Maximum duration extended from 38 to 76 weeks.
- Offered to workers who agree to reduce their normal working hours because of developments beyond employer control.

### Call to Action: Canadian Manufacturers Needed to Help Combat COVID-19

Canadian manufacturer or business are being asked to assist in meeting the need for medical supplies, such as personal protective equipment (PPE) that can be re-tooled for medical needs.

50 FRANK NIGHBOR PL, UNIT 105, KANATA ON K2V 1B9

**613.270.9696**   **[WWW.MIHR.CA](http://WWW.MIHR.CA)**   **[WWW.CONSEILRHIM.CA](http://WWW.CONSEILRHIM.CA)**



## Provincial and Territorial COVID-19 Websites Outlining Employment Provisions

COVID-19 Website	Employment
<a href="#">Alberta</a>	<a href="#">Alberta's relaunch strategy</a> <a href="#">Support for employers and employees</a>
<a href="#">British Columbia</a>	<a href="#">BC's Restart Plan</a> <a href="#">Support for businesses</a> <a href="#">BC Emergency Benefit for Workers</a>
<a href="#">Manitoba</a>	<a href="#">Manitoba's roadmap to expanding services safely</a> <a href="#">Support for businesses</a>
<a href="#">New Brunswick</a>	<a href="#">New Brunswick's Recovery Plan</a> <a href="#">Support measures for businesses</a>
<a href="#">Newfoundland &amp; Labrador</a>	<a href="#">Alert Level System</a> <a href="#">Information for employers and employees</a>
<a href="#">Northwest Territories</a>	<a href="#">Emerging Wisely – Path to Eased Public Health Restrictions</a> <a href="#">Information for employers and businesses</a>
<a href="#">Nova Scotia</a>	<a href="#">Reopening Nova Scotia</a> <a href="#">Support for businesses</a>
<a href="#">Nunavut</a>	<a href="#">Nunavut's Path: moving forward during COVID-19</a>
<a href="#">Ontario</a>	<a href="#">Reopening Ontario</a> <a href="#">Ontario's Action Plan: Responding to COVID-19</a>
<a href="#">Prince Edward Island</a>	<a href="#">Renew PEI Together</a> <a href="#">Support for businesses</a>
<a href="#">Quebec</a>	<a href="#">Gradual resumption of economy</a> <a href="#">Temporary Aid for Workers Program</a> , <a href="#">Emergency support for small and medium- sized businesses</a> , the <a href="#">Concerted temporary action program for businesses</a> , and <a href="#">Incentive program to retain essential workers</a> .
<a href="#">Saskatchewan</a>	<a href="#">Re-Open Saskatchewan Plan</a> Amendments to <a href="#">The Saskatchewan Employment Act</a> ensuring employees have access to job protected leaves during a public health emergency. Provincial support available for <a href="#">Saskatchewan businesses</a> including the new <a href="#">Saskatchewan Small Business Emergency Payment (SSBEP)</a> .
<a href="#">Yukon</a>	<a href="#">Plan for lifting Yukon's COVID-19 restrictions</a> <a href="#">Support for businesses</a>