

Lay-Offs/ Short-Time during the Pandemic

Eligibility for Severance

Remember that employees who have exceeded the layoff/short-time provision in accordance with the Severance Payment Act may be eligible to trigger severance.

Considering that the National Pause has been announced for February 3 – 17, 2021, employers are reminded that August 17, 2020 – February 17, 2021 is a period of 26-weeks and if an employee is placed on layoff- short-time for:

- 13 continuous weeks, or
- 16 weeks intermittently.

Within the period, **the employee has the option** to write and give notice of the intention to claim severance.

On receipt of such notice, **if an employer is able to reengage the employee within 4 weeks** of receipt of notice then this will nullify the claim for severance. The employer has 7 days to notify the employee of this.