

**Work-Sharing Program: Special Measures Announced March 7, 2025**

Parameter	Regular Program	Temporary Special Measures
<p><b>Maximum Duration of Work-Sharing Agreement</b></p>	<p>A Work-Sharing agreement must be at least 6 weeks and can last up to 26 weeks. Employers may apply for an extension of 12 weeks, bringing the maximum duration to 38 weeks.</p>	<p>Extending the maximum duration of a Work-Sharing agreement from 38 weeks to up to 76 weeks.</p>
<p><b>Cooling-off Period Between Work-Sharing Agreements</b></p>	<p>A mandatory cooling-off period must be served before entering into successive WS agreements. The duration of the cooling-off period is equal to the duration of the previous agreement.</p>	<p>Waiving the requirement to serve a cooling-off period between successive agreements established while temporary special measures are in place.</p> <p>Note: The cooling-off period should only be waived once.</p>
<p><b>Employer Eligibility</b></p>	<p>Employers must:</p> <ul style="list-style-type: none"> <li>• Operate year-round in Canada for <u>at least two years</u>.</li> <li>• Be a private business, a publicly held company, or certain non-profit organizations.</li> <li>• Have experienced a decrease in work activities of at least 10% in the last six months.</li> <li>• Have no more than a 60% reduction in activities</li> <li>• Have recovery measures in place to return employees to regular hours.</li> <li>• Have at least two eligible employees in the WS unit to share the available work equally.</li> </ul> <p>The employer is <u>not eligible</u> if the decrease in work activities is due to:</p> <ul style="list-style-type: none"> <li>• labour disputes</li> <li>• cyclical work shortages (e.g. seasonal),</li> <li>• layoffs due to business decisions or other circumstances</li> <li>• a reduction in revenue levels alone (for non-profits)</li> </ul>	<p>Increasing employer eligibility flexibilities to maximize access to the Program, such that eligible employers would include:</p> <ul style="list-style-type: none"> <li>• Year-round businesses that have been in Operation in Canada for at least <u>one year</u>.</li> <li>• Not-for-profit organizations or charitable organizations experiencing a reduction in revenue levels as a direct or indirect result of the tariffs.</li> <li>• Those that have a reduction in work activities of less than 10% or greater than 60% in the last six months.</li> <li>• Those that are seasonal or cyclical employers.</li> </ul> <p>The employer is <u>eligible</u> if the decrease in work activities is due to:</p> <ul style="list-style-type: none"> <li>• Cyclical work shortages (e.g., seasonal)</li> <li>• A reduction in revenue levels alone (for non-profits and charitable organizations)</li> </ul>

<p><b>Employee Eligibility</b></p>	<p>Employees must:</p> <ul style="list-style-type: none"> <li>• Be eligible to receive Employment Insurance regular benefits– be in insurable employment and have sufficient hours of insurable employment to qualify for EI Regular benefits (420 to 700 hours) based on the regional unemployment rate.</li> <li>• Be <u>year-round</u>, permanent, full-time or part-time employees needed to carry out the day-to-day functions of the business (“core staff”).</li> <li>• Agree to reduce their normal working hours by the same percentage and to share the available work equitably.</li> </ul> <p>The following employees are NOT ELIGIBLE:</p> <ul style="list-style-type: none"> <li>• self-employed;</li> <li>• seasonal employees;</li> <li>• students hired for summer/co-op;</li> <li>• casual/on-call employees; and,</li> <li>• contracted temporary help agency workers</li> </ul>	<p>Increasing employee eligibility flexibilities to maximize access to the Program by expanding to include:</p> <ul style="list-style-type: none"> <li>• The following employees who are <b>not <u>year-round</u></b>, permanent, full-time or part-time employees needed to carry out the day-to-day functions of the business (“core staff”):</li> <li>• Seasonal or cyclical employees (note this was done as part of the temporary special measures in response to wildfires in Jasper, AB and Bunibonibee Cree Nation, MB).</li> <li>• Expanding employee eligibility to include employees assisting in the employer’s recovery efforts.</li> </ul>
<p><b>Recovery Plan requirements</b></p>	<p>Have recovery measures in place to return employees to regular hours</p>	<p>Simplifying the recovery measures reporting requirement to focus on maintaining business viability in the face of tariff measures. (rather than current requirement which requires return to normal business levels).</p>