



14 May 2020

**COVID -19 HR update - 11 CERB (Canada Emergency Response Benefit) and the SUB plan**

We are working as diligently as we can to provide updates about new developments or changes related to COVID-19. Since our last update, the CERB plan has made some significant new announcements regarding how it relates to EI. Posted [online](#) are the following changes:

**Q:** *Can employers use a Supplemental Unemployment Benefit (SUB) plan to increase their employee's weekly earnings while they are unemployed and collecting the Canada Emergency Response Benefit?*

**A:** *Given the simplified design of the Canada Emergency Response Benefit (CERB), the provisions that exist under the Employment Insurance (EI) system for employers to make additional payments to workers through SUB plans do not apply to employees who are receiving the CERB.*

The impact is that the planned top up payments are unfortunately delayed for the duration of the CERB. We will be able to provide the SUB plan top up after the CERB plan, if staff are not recalled before then.

**Q:** *Do I get a choice between collecting the EI CERB and collecting EI regular Benefits?*

**A:** *If you became eligible for Employment Insurance regular or sickness benefits March 15 onward, you will receive the CERB. You do not get to choose.*

All applications should be completed through the [EI application](#) portal. As shared in the last update if anyone has applied through the CRA portal instead of EI please contact Marian or Patrick for further instructions.

**Q:** Will there be a change to my benefits?

**A:** For employees who were receiving SunLife benefits at the time of layoff their benefits will continue. We will continue to pay all premium costs for employees while on temporary layoff. This is not an earning impacting CERB eligibility.

**Support Contacts for staff at the PAO and for those processing payroll at the parishes**

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As the COVID-19 pandemic continues to evolve, we will continue to support each other. We will continue to provide future updates as the situation unfolds. We want to help answer your questions.

God Bless,

Patrick