June 24: Important: Regarding Laid Off Staff

Hello NCRA/ANREC Members

We know that many stations at the start of the COVID-19 Pandemic had to make the difficult choice of laying of many of their staff. A lot of stations have since been able to take advantage of the Canada Emergency Wage Subsidy (CEWS) and bring back many of the staff.

However, for those who have not been able to bring back all the staff we have an important update.

Yesterday the Government of Canada announced changes to the regulations governing federally regulated industries. This includes radio.

They have temporarily extended the time period given to employers to recall staff laid off due to the Coronavirus. Previously, staff laid off without a recall date, would be considered terminated after 3 months. They have updated the Canada Labour Standards Regulations to extend that time.

- For employees laid off prior to March 31, 2020, the time period is extended by six months or to December 30, 2020, whichever occurs first.

- For employees laid off between March 31, 2020, and September 30, 2020, the time period is extended until December 30, 2020, unless a later recall date was provided in a written notice at the time of the layoff.

For the stations which are unionized we direct you to this: These changes, which came into effect on June 22, 2020, do not apply to employees who are covered by a collective agreement that contains recall rights.

The NCRA/ANREC continues to monitor for resources and information from the Government of Canada, the provinces and other sources.

We refer people to the information posted here:

Yours

Luke,