



Latest COVID-19 Paid Sick Leave Program

The Nova Scotia Government has announced a COVID-19 paid sick leave program that will launch on May 26, 2021.

Under this program, employees who need to take time off work because of COVID-19 may qualify for up to four paid sick days, including those who need to take time off because they are:

- waiting to get tested for COVID-19;
- self-isolating while waiting for test results; or
- going to get vaccinated.

Eligibility

- Eligible employees are those who can't work remotely and miss less than 50% of their scheduled work time in a one-week period due to COVID-19.
- Employees who miss more than 50% of their scheduled work week should apply for the Canada Recovery Sickness Benefit.
- The four paid sick days do not have to be taken consecutively. The program will cover eligible sick days taken between May 10, 2021, and July 31, 2021.



Up to 4 paid sick days through Nova Scotia's COVID-19 Sick Leave Program

Key Features

Businesses can apply for reimbursement for an employee's pay when an employee needs to take time off.

Self-employed people can also apply.

Under the program, employers pay the employee for the time they missed and then apply for reimbursement.

The payment is calculated based on the employee's current rate of pay up to a maximum of \$20 per hour or \$160 day (the maximum total payment per employee is \$640).

The program compensates wages and salaries for eligible employees and self-employed people. It doesn't cover other payroll expenses like Employment Insurance (EI) and Canada Pension Plan (CPP) contributions.

Looking for more information and resources around COVID-19 and the workplace? Visit our COVID resources centre at: orgsoln.com/resources



**Applications
open 26 May
2021**

How to Apply

Applications open on 26 May 2021. The Nova Scotia Co-operative Council will process the applications.

Complete application instructions and details about supporting documentation will be posted online when applications open.

Businesses need to apply within 90 days of when the employee was paid.

Self-employed people need to apply within 90 days of missing work.

Complete application instructions and details about supporting documentation will be posted online when applications open.

Check for more information at: novascotia.ca/paid-sick-leave-program

Employer Eligibility

Employers can apply for reimbursement for an employee's sick days if they:

- are a for-profit business or not-for-profit organization
- have a permanent physical location in Nova Scotia
- are registered to do business in Nova Scotia
- are in good standing with the Government of Nova Scotia (not in default of any financial obligations like loan repayments, taxes, fines, fees and administrative and court orders)
- are paying Nova Scotia-based employees who don't qualify for paid sick leave under their employment agreement and aren't receiving benefits from other COVID-19 programs

Self Employed Eligibility

Self-employed people can apply if they:

- are actively earning income from the business as their primary source of income
- are registered to do business in Nova Scotia, if applicable
- have declared business income on their most recent tax return
- have lost income because they missed time at work
- are in good standing with the Government of Nova Scotia (not in default of any financial obligations like loan repayments, taxes, fines, fees and administrative and court orders)
- aren't eligible for or receiving other income support (like Business Interruption Insurance, Canada Recovery Sickness Benefit or any other income replacement or insurance programs)

Who's NOT eligible?

These employees and employers are not eligible:

- employees who have other sick leave benefits, even if they've used them up
- businesses, shareholders, officers, directors and partners of the business who aren't in good standing with their financial obligations to the Government of Nova Scotia
- self-employed individuals with commission-based earnings claiming for speculative income losses
- self-employed individuals who aren't actively earning income from their business
- businesses that aren't currently operating
- federal, provincial and municipal governments and crown corporations

Longer Leaves

The Canada Recovery Sickness Benefit (CRSB) gives income support to employed and self-employed individuals who are unable to work at least 50% of their scheduled work week because they are either:

- sick with COVID-19
- need to self-isolate due to COVID-19
- have an underlying health condition that puts them at greater risk of getting COVID-19

Employees are not eligible for the CRSB if they are receiving paid leave from their employer for the same period or receiving any of the following for the same period:

- Canada Recovery Benefit (CRB)
- Canada Recovery Caregiving Benefit (CRCB)
- Short-term disability benefits
- Employment Insurance (EI) benefits
- Québec Parental Insurance Plan (QPIP) benefits



There are many more conditions that might apply to your situation, so check the complete details here:

If you have questions about the program, contact:

COVID-19 Paid Sick Leave Program



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