



Legislation Update

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On December 15, 2011, the federal *Keeping Canada's Economy and Jobs Growing Act* received Royal Assent. The Act implements certain provisions of the 2011 federal budget. Included in the Act are the following:

- The *Employment Insurance Act* is amended to provide a temporary measure to refund a portion of employer premiums for small businesses. Employers whose premiums were \$10,000 or less in 2010 will be refunded the increase in 2011 premiums over those paid in 2010 to a maximum of \$1,000.
- The *Wage Earner Protection Program Act* is amended to extend in certain circumstances the period during which wages earned by individuals but not paid to them by their employers who are bankrupt or subject to receivership may be the subject of the payment under the Act.
- The *Canadian Human Rights Act* is amended to repeal certain provisions that permit an employer to impose mandatory retirement. The *Canada Labour Code* provision that denies employees the right to severance pay for involuntary termination if they are entitled to a pension is also repealed. ■