



## Director of Employment Standards

### Determination

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Application Number:

### ***Variance Notice***

On \*\*\* the Director of Employment Standards (the Director) received an application under section 72 of the ***Employment Standards Act*** (the Act) from:

Name

Address

and certain employees requesting the Director vary the definition of "temporary layoff", found in Part 1 of the Act.

This variance is granted with the following conditions and applies to the following employees:

#### ***LIST EMPLOYEES***

The definition of temporary layoff for the employees is replaced by substituting the following definition:

**"temporary layoff" means a layoff of up to \*\*\* weeks in any period of consecutive weeks.**

**THIS VARIANCE NOTICE MUST BE DISPLAYED IN THE WORKPLACE WHERE IT CAN BE EASILY SEEN AND READ BY ALL AFFECTED EMPLOYEES. THE EMPLOYER MUST ALSO DISTRIBUTE A COPY OF THIS VARIANCE TO ALL EMPLOYEES BY MAIL OR EMAIL.**

Note: any week in which an employee earns less than 50% of weekly wages, at regular wage, averaged over the previous 8 weeks, is considered to be a week of layoff for urposes of Part 8 of the act, Termination of Employment.

If any of the above conditions are not observed, the Director may cancel this variance.

**This Determination expires on {Date\_to\_be\_added}**

{Effective Date}

{Delegate of the Director}

**Effective Date**

Delegate of the Director of Employment  
Standards