

2021 Federal Elections

Review of Political Party Platforms

By CPHR Canada

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Introduction

As Canadians go to the polls on September 20, CPHR Canada is assembling a list of promises made by the five major political parties from an economic and human resources perspective.

Information was gathered mainly from political party platforms. We have focused on the topics most likely of interest to human resources specialists in Canada.

Although this overview is most probably not thorough, it shows what the political parties are aiming to do for Canadians in the pandemic context.

CPHR Canada takes no political position. This document has been created based on the best information available as of September 8. Its purpose is to show the main measures from a strictly informational point of view.

Platforms

Platforms are set out in order of the current distribution of seats in the House of Commons.



COVID-19

Require that travellers on interprovincial trains, commercial flights, cruise ships, and other federally regulated vessels be vaccinated. Ensure vaccination across the federal public service.

Should employees who refuse to be vaccinated be dismissed?

Individuals who do not get vaccinated will lose privileges such as travel by train or plane.

Employment

10 days of paid sick leave for all federally regulated employees.

Expand the Canada Workers Benefit with the goal of giving back an additional \$1,400 to one million dollars to Canadians in low-wage jobs.

Established a \$15 federal minimum wage, which comes into effect this December and will rise with inflation. Permanently extended the Employment Insurance sickness benefits from 15 to 26 weeks, coming into effect in summer 2022.

Provide up to 5 new days of paid leave to federally regulated employees who experience a miscarriage or stillbirth, which can happen in up to 1 in 5 pregnancies.

Create a fairer collective bargaining process by introducing legislation to prohibit the use of replacement workers, or "scabs," when a union employer in a federally regulated industry has locked out employees.

Economy

Extend the Canada Recovery Hiring Program to March 31, 2022, so businesses can hire more workers and Canadians can get back on the job.

Provide Canada's hard-hit tourism industry with temporary wage and rent support of up to 75% of their expenses to help them get through the winter.

Implement the Canada Digital Adoption Program:

- Give microgrants of up to \$2,400 to smaller Main Street businesses so they can afford the costs of new technology.

- Create training and work opportunities for as many as 28,000 young people so they can assist small and medium-sized businesses in adopting new technology.

Source: [LPC Platform](#)



COVID-19

Implement a national rapid screening program to allow businesses and public institutions to remain open in the face of future variants and protect our country.

Should employees who refuse to be vaccinated be dismissed?

Prefers to rely on rapid screening tests rather than forcing vaccination, while stressing the importance of having "reasonable accommodations" as a society.

Employment

Would double the Canada Workers Benefit to \$2,800 for individuals, or \$5,000 for families, which translates into a raise of at least \$1 per hour for workers earning between \$12,000 and \$28,000 a year.

Economy

Secure jobs by recovering the 1 million jobs lost during the pandemic within one year. How? Notably through Main Street Business Loan: providing loans of up to \$200,000 to help small and medium businesses in hospitality, retail, and tourism get back on their feet, with up to 25% forgiven.

To help recruit staff, pay up to 50% of the wages of newly hired employees for six months after the end of the Canada Emergency Wage Subsidy (CEWS), which is due to expire at the end of October.

Providing a 25% tax credit on amounts of up to \$100,000 that Canadians personally invest in a small business over the next two years, to get money flowing into Main Street businesses and create jobs.

Source: [Conservative Platform](#)



COVID-19

The Bloc Québécois advocates the vaccine passport to regulate travel abroad, lifting patents on vaccines, and implementing a production strategy on Canadian soil.

In its post-pandemic plan, the Bloc proposes to unconditionally increase the federal contribution to health transfers to 35%, set up a support program for improving health conditions in the workplace, modernize data collection and increase funding for basic research.

Employment

The Bloc proposes a comprehensive reform of Employment Insurance which would take into account the reality of self-employed workers, special status or seasonal workers, would offer up to 50 weeks of health insurance to seriously ill patients and ensure that pregnant women laid off during their maternity leave are entitled to benefits.

Economy

The Bloc Québécois wants to encourage the return to work, for example by suspending the Canada Recovery Benefit (CRB) between the waves of the pandemic. However, the benefit could remain in effect in certain more fragile sectors, such as the arts or aeronautics. The Bloc would table a strategy to support local buying and give companies extra time to repay loans without penalty.

Wants to financially support the digital shift for small and medium enterprises and cap the transaction fees charged to merchants by credit card issuers.

Source: [Bloc Québécois Platform](#)



COVID-19

Will introduce a temporary COVID-19 excess profit tax that puts an additional 15% tax on

large corporate windfall profits during the pandemic.

Should employees who refuse to be vaccinated be dismissed?

Consequences should be imposed on those who oppose vaccination, but they haven't been specified.

Employment

10 days of paid sick leave for workers under federal jurisdiction.

NDP will put in place a living federal minimum wage starting at \$15 an hour and rising to \$20 an hour, indexed to the cost of living.

To help make ends meet while on Employment Insurance, NDP will create a low-income supplement so that no one who is relying on Employment Insurance regular or special benefits to stay afloat receives less than \$2,000 a month.

Would prioritize anti-scab legislation that will ban the use of replacement workers in labour disputes - for good.

Will prioritize pay equity to put an end to gender-based wage discrimination, requiring employers to be transparent about pay and implementing and enforcing tough and proactive pay equity legislation and regulations right away.

Economy

For the highest income individuals in Canada (those making over \$210,000), NDP will increase the top marginal tax rate by two points to 35 percent. Those at the very top - super-rich multimillionaires with over \$10 million in wealth - will be asked to pay more towards our shared services with a 1% wealth tax.

As more and more small businesses rely on credit card and virtual transactions, NDP will put an end to gouging by capping high credit card merchant fees at a maximum of 1%.

Source: [NDP Platform](#)



COVID-19

The Green Party is demanding a national inquiry pertaining to the treatment of seniors before the pandemic. They also promise to increase Canadian manufacturing of essential products such as personal protective equipment.

Employment

Allocate greater funding to provide training language skills, employment skills and accreditation recognition for any newcomer legally eligible to work in Canada.

Enforce the Employment Equity Act to ensure that persons with disabilities have equal opportunity to long-term employment and advancement. People with disabilities are generally the last to find employment and the first to be laid off.

Establish a federal student minimum wage of \$15 to provide parity with the general minimum wage.

Establish federal youth employment programs that would be active year-round.

Economy

The Green Party has long argued that Canada can eliminate poverty by adopting a Guaranteed Livable Income (GLI), a kind of basic income. The GLI replaces separate federal and provincial programs with a single, universal, unconditional cash payment delivered through the tax system.

Apply a one per cent tax on net (family) wealth above \$20 million.

Close stock option tax loopholes that benefit the wealthy. Executives with stock options as part of their remuneration package only pay half the rate of income tax on this portion of their income.

Close capital gains tax loopholes.

Small businesses

Extend wage and rent subsidies until COVID-19 pandemic-related restrictions are fully lifted.

Reduce the paperwork burden on small businesses by eliminating duplicate tax filings and red tape.

Ensure all new legislation considers the impact on small businesses.

Hold taxation at no more than 9 per cent.

Source: [Green Party Platform](#)