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## **WORKPLACE LAW STRATEGIES BLOG: WHEN A TEMPORARY LAY OFF IS NO LONGER TEMPORARY**

In her most recent Workplace Law Strategies Blog post, Harper Grey lawyer, [Rose Keith, QC](#), discusses when an employee is considered to be laid off according to the *British Columbia Employment Standards Act*.

Under the *British Columbia Employment Standards Act* when an employee's hours have been reduced to the point where they are earning 50% less than their usual earnings or less, they are considered to be laid off. To be considered temporary, the intent must be that the worker will be returned to their usual employment. Under the Act, unless the employer and employee agree to a temporary lay off, or there is a contractual right to impose a temporary lay off, a temporary lay off will be considered a termination.

Read the full post [here](#).