Human Resources Legislative Update

Federal Budget Implementation Bill Introduced (C-13)

Date: October 7, 2011

On October 4, 2011, the federal government introduced Bill C-13, *Keeping Canada's Economy and Jobs Growing Act*, omnibus legislation designed to implement a number of measures proposed in its 2011 Budget (as previously discussed here).

If passed, the Bill would, among other things:

- amend the *Canadian Human Rights Act* to eliminate the mandatory retirement age for federally regulated employees unless there is a *bona fide* occupational requirement;
- amend the *Canada Labour Code* to repeal a provision that denies federally regulated employees the right to severance pay for involuntary termination if they are entitled to a pension;
- amend the *Canada Pension Plan* to include amounts received by an employee under an employer-funded disability plan in contributory salary and wages;
- allow eligible volunteer firefighters to claim a 15% non-refundable tax credit based on an amount of $3,000;