

# 2016-12 Letter From HRSDC

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**Imagine that you've recently terminated an employee.** Today, you receive a letter from Human Resources and Skills Development Canada, advising you that they have approved her claim for employment insurance benefits. If you disagree with the decision, the letter tells you in bold print that "you have 30 days following the receipt of this notice to file an appeal in writing." If you are like most employers, you will believe that you should appeal and you may put significant resources (time and effort) into doing so.

As we tell our clients who fortunately call us first, don't do it! It is not in your interests to dispute an employee's EI claim. There's nothing in it for you. Just stay out of it beyond the information that you may have already given them (i.e. completing the Record of Employment and answering any follow-up questions from the agency usually via telephone regarding the reason the employee separated from their employment).

In such situations, the employee is effectively being foisted on the Canadian taxpayer, which, while unfortunate, is better than a claim against you! In the worst case scenario, your getting involved could seriously prejudice your interests in future litigation. Not uncommonly, that letter induces unsuspecting employers to get involved and seriously prejudice their own rights when they have nothing to gain. So if you are on the receiving end of such a letter from HRSDC, it's very likely that you should just ignore it. Give us a quick call to confirm, but the bottom line is ...**Keep calm and carry on!**



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*Dr. Garry Solomon  
Past President, Ontario Association of Orthodontists  
and Canadian Association of Orthodontists*

## The PPP: Just Do It

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