

Thomson Reuters Alert – February 2021 Issue

Reminder: T4/RL-1 Filing Deadline Approaching

Just a reminder... The deadline for filing T4s, T4As, and T4A-NRs with the Canada Revenue Agency is Monday, March 1, 2021. The due date is normally the last day of February; however, when that date falls on a Saturday, Sunday, or a holiday, the CRA moves the deadline to the next business day. In 2021, February 28 falls on a Sunday.

The deadline for filing RL-1s with Revenu Québec is February 28, 2021. This is also the deadline for filing RL-2s.

Reminder of February Holidays

Just a reminder... Monday, February 15, 2021 is a statutory holiday in Alberta, British Columbia, Manitoba, New Brunswick, Nova Scotia, Ontario, Prince Edward Island, and Saskatchewan.

In most jurisdictions, the holiday is called Family Day. In Manitoba, it is known as Louis Riel Day. In Nova Scotia, the holiday is called Heritage Day, and in P.E.I., it is named Islander Day.

Reminder: Deadline Approaching for Filing Workers' Compensation Reports

Just a reminder... Most workers' compensation bodies in Canada require employers to file an annual payroll report by the last day of February. Many boards now offer online filing. For specific due dates, requirements, and filing options, refer to the website of the applicable board.

For Quebec, the annual report, called a *Déclaration des salaires*, is due before March 15, 2021. In Ontario, employers who pay their Workplace Safety and Insurance Board (WSIB) premiums monthly must file a *Reconciliation Form* with the WSIB by March 31, 2021.

Reminder: Deadline Approaching for Filing Health-related Tax Returns

Just a reminder... The deadline is approaching for filing health-related tax returns in some jurisdictions:

British Columbia: Employers who are required to pay the province's Employer Health Tax (EHT) must file an annual return by March 31, 2021. Employers must file it electronically through eTaxBC. In addition to the return, employers must either pay their final instalment payment (if paying the EHT quarterly) or their total annual EHT payment for the previous year (if paying the EHT annually).

Manitoba: Employers who are required to pay the Health and Post Secondary Education Tax Levy (HE Levy) must file a *Health and Education Tax Levy Annual Report* with the provincial Finance Department each year. The deadline for filing the 2020 report is March 31, 2021.

Beginning with the 2021 tax year, employers must file tax returns and tax payments online through the provincial Finance Department's TAXcess system.

Ontario: Employers who are required to pay the Ontario Employer Health Tax must file an *Annual Return* with the Finance Ministry no later than March 15, 2021.

Reminder: Deferred 2020 Alberta WCB Premiums due by March 1

Just a reminder... Workers' compensation premiums that the Alberta Workers' Compensation Board (WCB) deferred last year because of Coronavirus disease 2019 (COVID-19) were payable as of January 1, 2021; however, the WCB has given employers until March 1, 2021 to pay them.

In March 2020, the board announced premium relief measures to help employers cope with financial challenges presented by COVID-19, including deferring 2020 premiums until 2021 for all private-sector employers.

N.S. Minimum Wage Rising April 1

Effective April 1, 2021, the minimum wage rate in Nova Scotia will rise from \$12.55 an hour to \$12.95.

WCHSB Distributes Rebate to Employers

The Yukon Workers' Compensation Health and Safety Board (WCHSB) announced in January that it would distribute a rebate totalling approximately \$10 million to eligible employers.

Rebates are one method that the board uses to bring its compensation fund (i.e., the fund used to provide benefits to injured workers) closer to its target range of 121% to 129%.

For employers who have outstanding 2020 assessment payments, the WCHSB will apply the rebate to the outstanding balance and refund any remaining credit. The board said it would distribute the rebate in January.

Payroll Q & A

Question: Do employees who have opted out of contributing to the Canada Pension Plan (CPP) by submitting a CPT30 form, *Election to Stop Contributing to the Canada Pension Plan, or Revocation of a Prior Election*, need to make this election every year?

Answer: No, the election remains in effect until the employee gives the employer a new CPT30 revoking the election to opt out. Employees can only fill out the form once per calendar year. If, for example, they opt out in 2021, they have to wait until 2022 to revoke that election if they want restart contributions.

The CPT30 election only applies to employees who are at least 65 years old, but under 70 years who receive a CPP or Quebec Pension Plan retirement pension and who have pensionable

earnings subject to CPP contributions. To opt out, employees must complete parts A, B and C of the CPT 30 and give a copy to their employer and an original copy to the Canada Revenue Agency. To revoke the election, they must give the employer a new CPT30 form, with parts A, B, and D completed.

For more information, see iii) Employees Who Receive a C/QPP Retirement Pension in 5.2.2, Prorating C/QPP Maximum Annual Contribution.