

## Article 48

### Article 48 - Employment Insurance

Related Articles: 38, 42

#### Interpretation Guidelines:

1. All Employers must comply with the Employment Insurance Act or succeeding Acts.
2. Employers must pay to employees directly any premium rebated paid pursuant to the Act. This means, the monies must go directly to the employees and may not be used for any other purpose.
3. Grievance settlements may result in Employment Commission demanding repayment of any overpayments. **Only earnings that exceed 25% of an employee's of weekly benefits can be recovered by the Commission.** Therefore, it is important to ensure that the Commission calculates the "normal weekly earnings" properly.

#### Additional References:

Employment Insurance Act can be accessed through the website: [www.hrsdc.gc.ca](http://www.hrsdc.gc.ca)

Employment Insurance Regulations can be accessed through the website: [www.hrsdc.gc.ca](http://www.hrsdc.gc.ca)