

**Pandemic Pay Premium
Proposed HR Solution
At March 27, 2020**

Employee Group	# of employees	Monthly Hours	Premium (\$/hr)		ACTUAL
			\$1	\$2	
Housekeeping (\$18.93)/Activity (\$21.31)	9	1,104	1,104	2,208	2,284
Kitchen/General Worker (\$18.93)	15	1,581	1,581	3,162	3,662
Health Care Aides (\$23.90)	11	1,282	1,282	2,564	3,092
Social Housing Hourly (\$20.87)	7	443	443	886	
Out of Scope (exlcuding CAO)	14	1,281	1,281	2,562	3,243
Total	42	5,691	5,691	11,382	12,281

This estimation was based on March 2020 payroll. It is quite likely that as the pandemic progresses, we may need to allocate additional staff to continue to provide infection control. We will shift staff around as responsibilities change (i.e. during an outbreak, much of recreation will stop and the Coordinators would be available to assist where needed).

However, we simply may need to have more people providing personal care services or food services when all activiites occur in the residents' rooms.

Benefits that would impacted by this increase would include employer portion of CPP, EI, & WCB. It is anticipated that this would be about 8% on top of the hourly premium.

Cost of Proposal (updated March 31, 2020)	\$1	\$2	w/o Out of Scope staff	ACTUAL
Three Months	\$17,073	\$34,146	\$26,460	36,844
Six Months	\$34,146	\$68,292	\$52,920	
Twelve Months	\$68,292	\$136,584	\$105,840	

Rationale:

Staff are paid industry average wages in an industry that doesn't pay particularly well. Yet during a pandemic, we need to have them look after themselves (during and outside of work) to ensure the safety of our volunerable clients.

This premium would allow them to worry less about their financial security and focus on the task at hand. It may also make it easier to recruit replacement staff if that is required.

It is unclear how long the pandemic may extend but we are likely in a period of lockdown for an extended period of time.

Recommendation:

That in-scope staff be awarded a \$2.00 per hour premium for each regular hour of work and that the Board review the decision in six months whether an extension is required.