

PEMBROKE REGIONAL HOSPITAL

MEMO

TO: All Staff

FROM: PRH Senior Leadership Team

DATE: June 3, 2020

SUBJECT: Pandemic Pay Update

Since the province first announced temporary COVID-19 pandemic pay for eligible frontline workers on April 25th, many of you have been asking for more details.

We have now received more information on this from Ontario Health.

What we do know:

- There are two kinds of pandemic pay that some workers will be eligible for: temporary top-up of hourly wages, and monthly lump sum payments based on number of hours worked.
- If you are eligible, you will temporarily receive \$4 per hour worked on top of your existing hourly wages.
- Eligible employees will receive pandemic pay retroactive to April 24, 2020.
- For eligible workers, work performed on and after April 24 until August 13, 2020 will be eligible for the hourly pandemic pay and will count towards determining eligibility for the pandemic lump sum payment.
- Temporary pandemic pay is designed to support eligible full-time, part-time and casual employees. It does not apply to management.
- Although the government has added further clarity on the hospital occupations to be eligible for pandemic pay, pandemic pay still does not apply to all hospital employees.

Emergency Order:

- On May 30th, the government posted a new emergency order regarding the scope and implementation of pandemic pay. The order now clearly restricts the scope of

pandemic pay to be applicable to only the eligible workplaces and employees as defined by the government, which is outlined on its website

www.ontario.ca/pandemicpay.

- Further, the order prohibits employers and arbitrators from expanding the application of pandemic pay as defined by government. Finally, hospitals are not required to obtain the agreement of any relevant unions to implement pandemic pay and the order prohibits any complaints to the Labour Relations Board regarding this implementation.

Eligible workers are:

- Registered nurses
 - Registered practical nurses
 - Nurse practitioners
 - Infection prevention and control nurses
 - Respiratory therapists
- Auxiliary staff, including: porters, cooks, food service, food preparation, custodians, cleaning/maintenance and environmental services staff, sterilization and reprocessing staff, housekeeping, laundry, security, screeners, stores/supply workers, receivers, department attendants, hospital ward and unit clerks, client facing reception / administrative workers, schedulers, administrative staff working in home and community care or community-based mental health and addictions, community drivers, community recreational staff/activity coordinators, developmental services workers
 - Mental health and addictions workers: counsellors/therapists, case workers and case managers, intake/admissions, peer workers, residential support staff, Indigenous/cultural service workers

It's evident that all staff in hospitals are contributing in different ways during this pandemic. Many of you, working so hard right now, are not included on the current list. We are concerned about the impact of this initiative on staff, particularly those of you who feel you have been unfairly excluded from the current list of eligible roles.

Hospitals and other organizations continue to advocate for fairness, to seek clarification and to determine if there is an appeal process. We expect to be contacted in the next couple of weeks to resolve questions about eligible employees, finalize individual funding amounts, develop transfer agreements and accountability requirements necessary to implement pandemic pay.

We will share any new information with you as soon as it becomes available, and we will implement pandemic pay as soon as all of the details have been finalized and the government provides the funding.