

Dear sisters and brothers,

The government has released a revised list of classifications in hospitals covered by the pandemic pay subsidy.

**You will note that dietary aides, maintenance, stores/receiving, and a number of clerical and administrative functions and others are now covered.**

This is happening thanks to your great activism in organizing your members in protest.

We will seek clarification about whether all clerical/administrative employees, lab, and pharmacy are covered and be back in touch once we have an answer.

We will continue the struggle to have everyone included.

In solidarity,

Michael, Louis, and Sharon

<https://www.ontario.ca/>

# COVID-19: Temporary pandemic pay

## Update

In the first week of June, ministries will start sending funding details to employers that receive funding directly from government and service delivery managers.

Employers will receive funding for pandemic pay as quickly as possible – starting in early June, though exact timing will vary. Eligible employees will receive pandemic pay through their existing payroll systems.

Appropriate accountability requirements will be in place to ensure that funding is provided to eligible employees.

Eligible employees will receive temporary pandemic pay on hourly wages and those working over 100 hours in a designated four-week period will receive monthly lump sum payments. This pay will be provided retroactively to April 24, 2020.

This page will be updated in the coming days with more specific timelines.

## Do you have questions?

Please read this page to get more information.

If you need more information, you can get in touch with someone directly based on where you work:

- [Health care](#)
- [Long-term care](#)
- [Retirement homes](#)
- [Social services & youth justice](#)
- [Adult corrections](#)
- [Housing, including emergency and homeless shelters and municipal supportive housing](#)

For any other questions, or if you are not sure which sector you are in, [contact us here](#).

## Overview

Temporary pandemic pay is aimed at helping frontline staff who are experiencing severe challenges and are at heightened risk during the COVID-19 outbreak.

It is a targeted program designed to support employees who work in congregate care settings or primarily with vulnerable populations, where maintaining physical distancing is difficult or not possible.

The goals of this temporary pandemic pay are to:

- provide additional support and relief to frontline workers
- encourage staff to continue working and attract prospective employees

- help maintain safe staffing levels and the operation of critical frontline services

[Find out if you are eligible.](#)

## How much you can get

There are two kinds of pandemic pay you may be eligible for:

- a temporary top-up based on your hourly wages
- monthly lump sum payments

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.

## Pandemic pay on hourly wages

If you are eligible, you will receive \$4 per hour worked on top of your existing hourly wages, regardless of how much you already make.

[All eligible workers](#) will receive this amount automatically.

## Monthly lump sum payments

If you work at least 100 hours in a designated 4-week period, you will also be eligible to receive an additional lump sum payment of \$250 for that period.

The designated 4-week periods are:

- April 24, 2020 to May 21, 2020
- May 22, 2020 to June 18, 2020
- June 19, 2020 to July 16, 2020
- July 17, 2020 to August 13, 2020

This means you may receive up to a total of \$1,000 in lump sum payments over these 16 weeks.

The 100-hour threshold works out to approximately three days worked per week over a designated four-week period. It also recognizes the contributions of both full-time and part-time employees.

Pandemic lump sum payments:

- are only available to eligible frontline employees who have worked 100 hours or more in one of the designated four-week periods at an eligible workplace
- will **not** be pro-rated for eligible frontline employees who work less than 100 hours in one of the designated four-week periods
- will be determined for each four-week period on a stand-alone basis, so you may be eligible to receive a pandemic lump sum payment for one designated four-week period and not for the subsequent one if you worked less than 100 hours
- are based on all hours worked in a designated week by eligible employees in eligible workplaces, including:
  - overtime
  - cumulatively time working for two or more employers

Eligible staff will be paid retroactively for hours worked during this period.

## How to get paid

If you are an [eligible frontline worker](#), you will receive the temporary hourly pandemic pay directly from your employer.

We are still working out how lump sum payments will be made. This page will be updated with new information as it is available.

We are working closely with employers to transfer funding that will allow them to provide this temporary pandemic pay to eligible frontline employees.

## **For employers**

Employers are not being asked to apply for pandemic pay; as of May 15, we have contacted all eligible employers, service delivery partners or employer associations.

## **Who is eligible**

Temporary pandemic pay is designed to support eligible full-time, part-time and casual employees. It does not apply to management.

Eligibility is not dependent on whether there is a COVID-19 outbreak in the location you work in.

To receive pandemic pay, you must work in both an eligible:

- role (i.e. be an eligible worker)
- workplace

Eligible workplaces and workers are those listed below, by sector.

## **Health care**

To be eligible for pandemic pay you must be an eligible worker (full-time, part-time or casual) who works in an eligible workplace providing in-person publicly-funded services.

### **Eligible workplaces**

- All hospitals in the province providing publicly-funded services, including small rural hospitals, post-acute hospitals, children's hospitals and psychiatric hospitals
- Home and community care settings, including community-based mental health and addictions

### **Eligible workers**

- Personal support workers including home support workers, home help workers, community support workers, residential support workers, homemakers
- Registered nurses
- Registered practical nurses
- Nurse practitioners
- Attendant care workers
- 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
- Respiratory therapists in hospitals and in the home and community care sector
- Paramedics
- Public health and infection prevention and control nurses

## **Long-term care**

## **Eligible workplaces**

- Long-term care homes (including private, municipal and not-for-profit homes)

## **Eligible workers**

- All non-management publicly funded employees and workers in eligible workplaces (full-time, part-time and casual)

## **Retirement homes**

### **Eligible workplaces**

- Licensed retirement homes

### **Eligible workers**

- All non-management employees working on site in licensed retirement homes (full-time, part-time and casual), excluding hours worked to provide extra care services purchased privately

## **Social services**

### **Eligible workplaces**

- Homes supporting people with developmental disabilities
- Intervenor residential sites
- Indigenous healing and wellness facilities and shelters
- Shelters for survivors of gender-based violence and human trafficking
- Youth justice residential facilities
- Licenced children's residential sites
- Directly operated residential facility – Child and Parent Resource Institute
- Emergency shelters

- Supportive housing facilities
- Respite and drop-in centres
- Temporary shelter facilities, such as re-purposed community centres or arenas
- Hotels and motels used for self-isolation and/or shelter overflow

### **Eligible workers**

- Direct support workers (such as developmental service workers, staff in licenced children's residential sites, intake and outreach workers)
- Clinical staff
- Housekeeping staff
- Security staff
- Administration personnel
- Maintenance staff
- Food service workers
- Nursing staff

## **Corrections**

### **Eligible workplaces**

- Adult correctional facilities and youth justice facilities in Ontario

### **Eligible workers**

- Correctional officers
- Youth services officers
- Nurses
- Healthcare staff
- Social workers
- Food service
- Maintenance staff
- Programming personnel



- Administration personnel
- Institutional liaison officers
- Native Institutional Liaison Officers
- TRILCOR personnel
- Chaplains

## **Base salaries, benefits and pensions**

The temporary hourly pandemic pay and lump sum payments:

- are non-pensionable earnings
- are not part of an employee's base salary
- have no impact on benefits paid by employers

**The temporary pandemic pay and lump sum payments do not impact your eligibility for [Employment Insurance \(EI\)](#) or the [Canada Emergency Response Benefit \(CERB\)](#).**

## **Vacation and leaves**

The \$4 hourly top-up and lump sum payment eligibility only apply to the hours you actually work.

It does not apply to time you were not in the workplace for any reason, including:

- vacation
- any authorized paid leave, including sick leave
- time and benefits awarded under the *Workplace Safety and Insurance Act, 1997*

## **Union dues**

Some unions will not be collecting union dues on the temporary pandemic pay.

Consult with your workplace bargaining agent to discuss their particular arrangements.

Unless you receive specific direction from your union, you must continue to pay any union dues required by your collective agreement.