

Hello everyone

Earlier today I shared with you a link to the government's new Pandemic Pay website.

It contradicts in a number of ways how we proceeded during the first pay period that was affected (i.e. Pay Period Ending May 1, 2020).

As indicated in my email of May 1st, we calculated 3% of the extra \$4 and we will remit this amount to **MSPP** on your behalf. However, the government has now told us that this is not how we are to proceed, so in this current pay period we will not include the \$4 in our Pension calculations.

In Pay Period Ending May 1, 2020, we also included the \$4 in our calculations of the **Part Time 6% in Lieu of Benefits** payment. Again, this is contrary to how we're now instructed to proceed so, moving into our second pay period, we will not include the \$4 in in these calculations either.

We included the \$4 in our calculations of time-and-one-half **overtime premiums**, and we do not see any instructions to the contrary, so we will continue to do this moving forward.

We announced last Friday that we would pay the \$4 on earned **Lieu and Vacation time**, and we did do this during PPE May 1, 2020. But the government has specifically told us to not do this moving forward, and so we will not. Please note that while this \$4 premium or our own \$2.50 premium are being paid, you should not move hours worked into your lieu bank, unless you really want the time off. Once you've moved it in there you will not receive \$4 for the hours in question.

We will encounter **Statutory Holidays** as we go forward. The \$4 will be applied to hours actually worked on a Stat, but it will not be included in our calculations of the additional premium payment.

The website also provides some clarity around the **\$250 lump sum payment**. The four 4 week periods have been fixed, with the first being April 24 – May 21, 2020. These dates do not line up with our own pay periods. We will have to do our calculations in CARM and make payments to you in PPE May 29th (which will be paid to you on June 5th).

I apologize that some of this is not as I suggested it would be just one week ago. However, as I've said already, any savings we accrue now should help us to maintain the \$2.50 premium once the 16-week period is over and we fall back on that.

To be clear, we introduced this \$2.50 premium because we thought we could manage it, at least for a period of three months or so, on the strength of our base budget, and so far we have received no flak for having done so. It was obviously a very legitimate expense; in fact, the government has since trumped it. It remains our intention to return to it in August, and to maintain it while we can. It is conceivable, though, given how quickly unprecedented things are happening, that we'll be told we are not permitted to use our base budget in this way, and if such a message were to come from our funder we would have no choice but to comply.

Glenn Taylor | CEO