

Memo

To: All CLC Staff

From: Cindy MacKay-Musso, Executive Director

Date: March 29, 2020

RE: Communication Update for Staff #6

Hi everyone. Well we made it through another week. Thanks to our frontline workers currently bearing the brunt of this challenge, thanks to those who worked diligently to turn a day program space into a safe place for sick people, thanks to our shoppers for braving the germs at grocery stores throughout the city, thanks to our managers and directors for leading us through the maze of protocols, safe practices, difficult decisions and government bureaucracy. It takes all of us, in our own roles, to get this job done.

As of today, we have NO confirmed or suspected cases of COVID-19 among our staff or participants. We do have staff who are self-isolating, and please be assured we are in regular communication with them regarding their symptoms and potential return to work. We are doing everything possible to keep you and the participants safe.

Today I'd like to focus solely on what I understand is top of mind for you all, pay premium.

As many of you have probably heard the Ontario government announced a \$40 million dollar aid plan for social services agencies including the Disability Sector, Children and Youth Protective Care, and Gender Based Services. It can be used for additional staffing, but we have been advised by our MCCSS Supervisor that this funding can not be used for compensatory increases or bonuses. MCCSS has been clear that these funds can be used to cover the costs associated with PPE, isolation areas, travel, food, and housing. The \$200 million in additional support funding also recently announced is targeted to housing, shelters, food banks, and individuals and will be flowed through municipalities. We will not receive any of this \$200 million. This means, our annual operating revenue has not been increased by either of these announcements.

As I know you are all aware, other Waterloo region DS agencies have announced a pay premium of \$2.00 per shift for frontline staff during this time. We appreciate that our staff are accepting a level of risk when they report to each shift. While we can't eliminate all risk, we are working hard to reduce it as much as possible. This premium, although monetary in nature, I know has a far greater meaning. It's validation, appreciation and commitment to the work you do.

Having analyzed the numbers, the \$2.00/hr increase totals close to \$200,000 in unplanned expenses for our organization. This level of spending must be approved by the Board of Directors, and we are working alongside them to determine the feasibility of this increase, or something comparable. I do not have an answer for you today, but we are trying. Because we see you. Because we are grateful for you. And most importantly, because we value you.

I will continue to keep you updated on this situation as we work through the numbers and come to a decision in the coming week.

Be safe, stay well.

Cindy